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OCCUPATIONAL SURVEY REPORT

READINESS

AFSC 3E9X1

OSSN: 2347

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OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION AND TRAINING COMMAND
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THURMAN HALL (FT. LEONARD, WOOD MO. 65473, ATTN. TSGT WHEELER)					

TABLE OF CONTENTS

	<u>PAGE NUMBER</u>
PREFACE.....	ix
SUMMARY OF RESULTS.....	xi
INTRODUCTION.....	1
Background.....	1
SURVEY METHODOLOGY	2
Inventory Development	2
Survey Administration	2
Survey Sample.....	3
Task Factor Administration.....	5
SPECIALTY JOBS.....	7
Overview of Specialty Jobs.....	7
Group Descriptions	9
ANALYSIS OF DAFSC GROUPS	23
Skill-Level Descriptions (Active Duty)	23
Summary (Active Duty)	24
Skill-Level Descriptions (Air National Guard).....	25
Summary (Air National Guard).....	25
Skill-Level Descriptions (Air Force Reserve Command)	26
Summary (Air Force Reserve Command)	27
ANALYSIS OF MAJOR COMMANDS	50
TRAINING ANALYSIS	52
First-Assignment Personnel (Active Duty)	52
Training Emphasis (TE) and Task Difficulty (TD) Data	60
Specialty Training Standard (STS)	63
JOB SATISFACTION ANALYSIS.....	67
IMPLICATIONS.....	74

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TABLE OF CONTENTS
 (Tables, Figures, Appendices)

	PAGE NUMBER
TABLE 1 MAJCOM DISTRIBUTION OF AFSC 3E9X1 PERSONNEL	3
TABLE 2 PAYGRADE DISTRIBUTION OF SURVEY SAMPLE	4
TABLE 3 RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS	18
TABLE 4 SELECTED BACKGROUND DATA FOR SPECIALTY JOBS.....	20
TABLE 5 SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1996 SURVEYS	22
TABLE 6 DISTRIBUTION OF <u>TOTAL</u> AND <u>AD</u> SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS.....	28
TABLE 7 DISTRIBUTION OF <u>ANG</u> AND <u>AFRC</u> SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS.....	29
TABLE 8 RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS <u>TOTAL SURVEY SAMPLE</u> AND <u>AD</u>	30
TABLE 9 RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS <u>AFRC</u> AND <u>ANG</u>	31
TABLE 10 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>AD</u> 3-SKILL LEVEL DAFSC PERSONNEL.....	32
TABLE 11 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>AD</u> 5-SKILL LEVEL DAFSC PERSONNEL	33
TABLE 12 TASK WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> 3- AND 5-SKILL LEVEL DAFSCs.....	34
TABLE 13 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 7 SKILL LEVEL DAFSC PERSONNEL.....	35
TABLE 14 TASK WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> 5- AND 7-SKILL LEVEL DAFSCs PERSONNEL.....	36
TABLE 15 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 9 SKILL LEVEL DAFSC PERSONNEL.....	37

TABLE OF CONTENTS (CONTINUED)
 (Tables, Figures, Appendices)

	PAGE NUMBER
TABLE 16 TASK WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> 7 AND 9 SKILL LEVEL DAFSCs PERSONNEL.....	38
TABLE 17 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 3E900 DAFSC PERSONNEL.....	39
TABLE 18 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 3E951 DAFSC PERSONNEL.....	40
TABLE 19 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 3E971 DAFSC PERSONNEL.....	41
TABLE 20 TASK WHICH BEST DIFFERENTIATE BETWEEN <u>ANG</u> 5- AND 7-SKILL LEVEL DAFSCs PERSONNEL	42
TABLE 21 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 3E991 DAFSC PERSONNEL.....	43
TABLE 22 TASK WHICH BEST DIFFERENTIATE BETWEEN <u>ANG</u> 7- AND 9-SKILL LEVEL DAFSCs PERSONNEL	44
TABLE 23 REPRESENTATIVE TASKS PERFORMED BY <u>AFRC</u> 3E951 DAFSC PERSONNEL.....	45
TABLE 24 REPRESENTATIVE TASKS PERFORMED BY <u>AFRC</u> 3E971 DAFSC PERSONNEL.....	46
TABLE 25 TASK WHICH BEST DIFFERENTIATE BETWEEN <u>AFRC</u> 5-AND 7-SKILL LEVEL PERSONNEL.....	47
TABLE 26 REPRESENTATIVE TASKS PERFORMED BY <u>AFRC</u> 3E991 DAFSC PERSONNEL.....	48
TABLE 27 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AFRC</u> DAFSCs 3E971 AND 3E991 PERSONNEL (PERCENT MEMBERS PERFORMING).....	49
TABLE 28 PERCENTAGE OF TIME SPENT ON DUTIES BY MAJCOM GROUPS	51
TABLE 29 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>AD</u> FIRST-ASSIGNMENT PERSONNEL (N=164)	54

TABLE OF CONTENTS (CONTINUED)
 (Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 30 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> <i>FIRST-ASSIGNMENT PERSONNEL (N=164)</i>	55
TABLE 31 MATERIALS AND EQUIPMENT USED BY 30 PERCENT OR MORE OF <u>ACTIVE DUTY 3E9X1 FIRST-JOB OR</u> <i>FIRST-ASSIGNMENT PERSONNEL</i>	56
TABLE 32 RELATIVE PERCENT TIME SPENT ON DUTIES BY AD <i>FIRST-ENLISTMENT PERSONNEL (N=19)</i>	57
TABLE 33 REPRESENTATIVE TASKS PERFORMED BY AD <i>FIRST-ENLISTMENT PERSONNEL (N=19)</i>	58
TABLE 34 TASKS WHICH BEST DIFFERENTIATE BETWEEN AD 1-48 MONTHS <i>TICF</i> AND 1-48 MONTHS <i>TAFMS</i>	59
TABLE 35 AFSC 3E9X1 TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS	61
TABLE 36 AFSC 3E9X1 TASKS WITH HIGHEST IN TASK DIFFICULTY RATINGS	62
TABLE 37 EXAMPLES OF 3E9X1 STS ELEMENTS NOT SUPPORTED BY SURVEY DATA (LESS THAN 20 PERCENT (MEMBERS PERFORMING) (<u>AD</u>)	64
TABLE 38 EXAMPLES OF STS 3E9X1 COURSE ELEMENTS WHERE PROFICIENCY CODES DO NOT MATCH PMP (<u>AD</u>).....	65
TABLE 39 EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE AFSC 3E9X1 PERSONNEL AND NOT REFERENCED TO THE STS (<u>AD</u>)	66
TABLE 40 CURRENT JOB SATISFACTION INDICATORS FOR AFSC 3E9X1 <i>TICF GROUPS</i> (PERCENT MEMBERS RESPONDING) <u>(AD)</u>	69
TABLE 41 COMPARISON OF JOB SATISFACTION INDICATORS OF CURRENT STUDY TO PREVIOUS STUDY (PERCENT MEMBERS RESPONDING) (<u>AD</u>).....	70

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	PAGE NUMBER
TABLE 42 COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS (PERCENT MEMBERS RESPONDING) <u>TOTAL SAMPLE</u>	71
TABLE 43 COMPARISON OF JOB SATISFACTION INDICATORS BY <u>AD, ANG AND AFRC</u> (PERCENT MEMBERS RESPONDING).....	73
FIGURE 1 AFSC 3E9X1 CAREER LADDER SPECIALTY JOBS (N=601).....	8
FIGURE 2 DISTRIBUTION OF 3E9X1 FIRST-ASSIGNMENT PERSONNEL ACROSS SPECIALTY JOBS (N=43).....	53
APPENDIX A REPRESENTATIVE TASKS PERFORMED BY MEMBERS OF CAREER LADDER JOBS	75
APPENDIX B REPRESENTATIVE TASKS PERFORMED BY TOTAL AFSC 3E9X1 SURVEY SAMPLE	77

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Readiness career ladder, Air Force Specialty Code (AFSC) 3E9X1. Authority for conducting occupational surveys is contained in AFI 36-2623. Copies of this report and pertinent computer printouts are distributed to the Air Force Functional Manager, the operations training locations, all major using commands, and other interested operations and training officials.

Mr. Michael Brosnan, Inventory Development Specialist developed the survey instrument, with computer programming support furnished by Mr. Tyrone Hill. Mrs. Christine G. "Chris" Garcia, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Lt. Col. Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Additional copies of this report can be obtained by writing AFOMS/OMYXI, 1550 5th Street East, Randolph AFB Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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SUMMARY OF RESULTS

1. **Survey Coverage:** The Readiness career ladder was surveyed to provide current job and task data for use in updating career ladder documents and training programs. Survey results are based on responses from 601 respondents, accounting for 53 percent of the total assigned AFSC 3E9X1 population. All major using commands were well represented in the survey.
2. **Specialty Jobs:** Three clusters and seven independent jobs were identified in the career ladder structure analysis. Forty percent of the survey sample grouped into the Readiness Training Cluster. These airmen perform the core technical tasks of the specialty. The Reserve Forces Wartime Response Cluster and the Reserve Forces Readiness job are primarily composed of Air National Guard (ANG) or Air Force Reserve Command (AFRC) personnel. Two jobs, Command Readiness Manager and AD Readiness Supervisor, were identified as a management and/or supervisory job. Thirteen percent of the readiness survey population work within two groups, the Nuclear, Biological, and Chemical (NBC) Equipment Maintenance Job and the Readiness Scheduler and Trainer Cluster. Three small jobs were directed at specific aspects of the career ladder, such as Readiness Equipment Inspector, Plans and Programs, and AD Readiness Prime BEEF Planner. Over 25 percent of the Readiness population surveyed were not identified within a job but identified as groups performing only parts of the identified jobs.
3. **Career Ladder Progression:** Normal career ladder progression within the AD and ANG AFSC 3E9X1 career ladder is evident. The small group of 3-skill level personnel spend the vast majority of their job time performing technical tasks involved in maintaining readiness equipment and performing training activities. At the 5-skill level, personnel are heavily involved with all the technical aspects of the specialty, with 53 percent of their job time spent on maintaining readiness equipment, performing training activities, and planning or managing readiness activities. At the 7-skill level, although members still perform a substantial amount of technical tasks, a shift toward supervisory functions is evident. Personnel at the 9-skill level spend the majority of their relative job time managing readiness personnel and activities. The AD and ANG showed a similar career ladder progression pattern while the AFRC showed some differences.
4. **Training Analysis:** The Specialty Training Standard (STS) is generally supported by survey data; however a few elements were not supported and require review by training personnel and subject-matter experts.
5. **Job Satisfaction:** In general, job satisfaction among most AFSC 3E9X1 personnel is rated at medium to low. Even though the job satisfaction ratings were generally satisfactory, there was a decline in satisfaction ratings from the previous OSR, a decline in reenlistment intention, and a large number of negative write-in comments.
6. **Implications:** Survey results indicate 41 percent of the surveyed sample are performing basic readiness training, with many small groups of airmen performing only certain aspects of the specialty. AD and ANG career ladder progression is normal, showing a movement away from

the technical tasks common at the lower skill levels as the incumbents move toward the higher skill levels. Career ladder progression for the AFRC shows some differences from the other components. Therefore, additional review is suggested by training personnel and SMEs to evaluate the AFRC career ladder progression. The STS is well supported, but should be reviewed for possible refinement. Job satisfaction ratings for this career ladder are medium to low warranting further review.

READINESS CAREER LADDER (AFSC 3E9X1)

INTRODUCTION

This is a report of an occupational survey report (OSR) of the Readiness career ladder completed by the Air Force Occupational Measurement Squadron (AFOMS). This survey was conducted to collect current data for use in validating career ladder documents and training programs.

Background

According to AFMAN 36-2108 *Specialty Descriptions*, dated 31 October 1999, Readiness 5-skill level personnel in the AFSC 3E9X1 career field are responsible for preparing, maintaining and monitoring Civil Engineer (CE) operations plans and supporting documents for mobility, response, and recovery operations. They prepare, review and provide input to installation contingency plans and monitor Prime BEEF, airbase operability, hazardous materials emergency response, disaster preparedness programs, and conduct and schedule associated training. Readiness airmen schedule, manage and inventory assigned equipment and supplies. They also maintain and inspect nuclear, biological, chemical and conventional (NBCC) protective clothing and equipment. Finally they conduct NBCC warning and reporting activities

Prior to 1992 special experience identifier (SEI) 402 of AFSC 3E6X1, Operations, was responsible for maintaining and managing the CE Prime BEEF program. Shortly thereafter, the Prime BEEF program was absorbed by AFSC 3E9X1, Readiness.

Entry into the AFSC 3E9X1 career ladder currently requires:

- Services Vocational Aptitude Battery Score of General of 58
- Strength Factor of "H" (Weight lift 50 pounds)
- Prior qualification in any AFSC at the 5-skill level
- Normal color vision
- Ability to speak distinctly
- Qualification to operate government vehicles
- No record of claustrophobia or claustrophobic tendencies
- Eligibility for a secret security clearance

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SURVEY METHODOLOGY

Inventory Development

This survey instrument was developed to include the tasks performed by AFSC 3E9X1, Readiness personnel. The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2372, dated January 1999. A tentative task list was prepared for the 3E9X1 AFSC after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 40 subject-matter experts (SMEs) representing five operational readiness flights, one support agency (AFCESA), one ANG unit, and one training unit. The following bases were visited upon recommendation from the CFM and other MAJCOM functional managers.

<u>BASE</u>	<u>UNIT VISITED</u>
Ft McClellan AL	Det 5, 366TRS/TSO
Dover AFB DE	436 CES/CEX
Kelly AFB TX	149CES/CEX
Tyndall AFB FL	HQ AFCESA/CEXR
Eglin AFB FL	96 CEG/CEX
Hurlburt FLD FL	16 CES/CEX
Osan AB ROK	51 CES/CEX
Misawa AB JA	35CES/CEX

The resulting JI contains a comprehensive listing of 849 tasks grouped under 12 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, organizational level, component status, job title, functional area, work schedule, hours per week spent on Prime BEEF equipment maintenance activities, hours spent performing special duty on wing or installation-related activities, number of days spent performing security forces augmentee duties, category of training taught, disaster preparedness computer software used, type of mobility exercises participated in and disaster threats and/or incidents responded to during the past 12 months.

Survey Administration

From February 1999 through June 1999, base-training offices at operational units worldwide administered the inventory to eligible AFSC 3E9X1 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about

average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and averages for percent time spent.

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across MAJCOMs and paygrade groups. MAJCOM distribution of eligible and sampled AFSC 3E9X1 personnel are reflected in Table 1. Table 2 reflects the paygrade distribution for personnel. The 601 respondents in the final sample represent 47 percent of the total assigned personnel and 53 percent of the total personnel surveyed. As reflected in this Table 1, the survey sample is a good representation of the career ladder population.

TABLE 1
MAJCOM DISTRIBUTION OF AFSC 3E9X1 PERSONNEL

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
USAFA	1	*
USAFE	5	5
AETC	7	8
PACAF	7	9
AFSOC	1	1
ACC	10	10
AMC	6	9
AFMC	4	6
AFSPC	3	4
AFDNA	1	1
ANG	32	32
AFRC	13	13
OTHER	10	2

TOTAL SAMPLE

Total AFSC 3E9X1 assigned - 1,288*

Total AFSC 3E9X1 eligible - 1,131

Total Survey Disks mailed - 1,131

Total Survey Disks returned - 812

Usable Survey Disks - 601

Percentage of assigned population - 47%

Percentage of eligible assigned - 53%

BREAKOUT OF SAMPLE BY COMPONENT

ACTIVE DUTY

Assigned AFSC 3E9X1- 572*
 AD AFSC 3E9X1 eligible - 527*
 Survey Disks mailed - 527
 Survey Disks returned - 430
 Usable Survey Disks - 333

Percentage of assigned population - 58%

Percentage of eligible population - 63%

- Eligible strength as of January 1999

ANG

Assigned AFSC 3E9X1- 490*
 ANG AFSC 3E9X1 eligible - 465*
 Survey Disks mailed - 465
 Survey Disks returned - 284
 Usable Survey Disks - 191

Percentage of assigned population - 39%

Percentage of eligible population - 41%

AFRC

Assigned AFSC 3E9X1 - 226*
 AFRC AFSC 3E9X1 eligible - 139*
 Survey Disks mailed - 139
 Survey Disks returned - 98
 Usable Survey Disks - 77

Percentage of assigned population - 34%

Percentage of eligible population - 55%

TABLE 2

PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

<u>PAYGRADE</u>	<u>TOTAL SAMPLE</u>	
	<u>PERCENT OF ELIGIBLE*</u>	<u>PERCENT OF SAMPLE</u>
E-1 to E-3	2	2
E-4	12	11
E-5	28	29
E-6	28	28
E-7	21	22
E-8	8	8
E-9	**	0

ACTIVE DUTY

<u>PAYGRADE</u>	<u>ACTIVE DUTY</u>	
	<u>PERCENT OF ELIGIBLE*</u>	<u>PERCENT OF SAMPLE</u>
E-1 to E-3	4	4
E-4	17	18
E-5	33	34
E-6	25	27
E-7	17	15
E-8	3	2
E-9	**	0

AFRC

<u>PAYGRADE</u>	<u>AFRC</u>	
	<u>PERCENT OF ELIGIBLE*</u>	<u>PERCENT OF SAMPLE</u>
E-1 to E-3	0	0
E-4	6	4
E-5	20	13
E-6	28	24
E-7	34	45
E-8	12	14
E-9	0	0

<u>PAYGRADE</u>	<u>ANG</u> <u>PERCENT OF ELIGIBLE*</u>	<u>PERCENT OF SAMPLE</u>
E-1 to E-3	1	1
E-4	8	4
E-5	25	24
E-6	32	31
E-7	22	25
E-8	12	15
E-9	0	0

* Eligible strength as of January 1999

** Indicates less than 1 percent

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. While most participants in the survey process completed an USAF JI, selected senior AFSC 3E9X1 personnel were asked to complete a second disk for either training emphasis (TE) or task difficulty (TD) surveys. The TE and TD surveys were processed separately from the JIs. The information gained from task factor data is used in various analyses and is a valuable part of the training decision process.

Training Emphasis (TE). TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 26 senior AFSC 3E9X1 NCOs who completed a TE survey were asked to select tasks they felt required some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident technical schools, field training detachments (FTDs), mobile training teams (MTTs), formal on-the-job training (OJT), or any other organized training method.

TE data were independently collected from 26 experienced 7-skill level personnel stationed worldwide. As with TD rating, the interrater reliability was computed and found to be acceptable, indicating there was sufficient agreement among raters as to which tasks require some form of structured training. In this specialty, tasks rated high in training emphasis have ratings of 4.73 and above, with an average rating of 3.13. TE data may also be used to rank order tasks, indicating those tasks which senior NCOs in the field consider the most important for first-job or assignment airmen to be trained to perform.

Task Difficulty (TD). TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 23 senior AFSC 3E9X1 NCOs who completed the TD survey were asked to rate the difficulty of each task using a 9-point scale (i.e., extremely low to extremely high). Interrater reliability was good, indicating very strong agreement among raters. Ratings were

standardized so tasks have an average difficulty of 5.00, with a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-job or assignment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

SPECIALTY JOBS

(Career Ladder Structure)

The occupational analysis process begins with an examination of the career ladder structure. The structure of jobs within the Readiness career ladder were examined on the basis of similarity of tasks performed and the relative percent of time spent ratings provided by job incumbents, independent of other specialty background factors.

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by respondents. The Comprehensive Occupational Data Analysis Programs (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and the relative amount of time spent on the tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and then combines them to form a composite job description. In successive stages, new members are added to this initial group, or new groups are formed based on the similarity of tasks and time spent ratings. The basic group used in this hierarchical clustering process is the **Job**. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a **Cluster**. The structure of the career ladder is then defined in terms of jobs and clusters of jobs. The resulting job structure information can be used to evaluate the accuracy of career ladder documents (i.e., AFMAN 36-2108 *Specialty Descriptions*, the Career Field Education and Training Plan (CFETP) and STSs) and to gain a better understanding of current utilization patterns. The above terminology will be used in the discussion of the AFSC 3E9X1 career ladder structure.

Overview of Specialty Jobs

Structure analysis identified three clusters and seven independent jobs within the survey sample. Based on task similarity and relative time spent, the jobs performed by AFSC 3E9X1 personnel are illustrated in Figure 1. A listing of those jobs is provided below. The stage (ST) number shown beside each title is a reference to computer-printed information; the letter "N" represents the number of personnel in each group. The respondents forming these stages account for 75 percent of the survey sample.

- I. PRIME BEEF PLANNER JOB (ST140, N=5)
- II. RESERVE FORCES WARTIME RESPONSE CLUSTER (ST51, N=21)
- III. READINESS SCHEDULER AND TRAINER CLUSTER (ST56, N=33)
- IV. NUCLEAR, BIOLOGICAL, AND CHEMICAL (NBC) EQUIPMENT MAINTENANCE JOB (ST154, N=44)
- V. RESERVE FORCES READINESS JOB (ST156, N=71)

VI. READINESS EQUIPMENT INSPECTOR JOB (ST165, N=9)

VII. READINESS TRAINING CLUSTER (ST147, N=243)

VIII. AD READINESS SUPERVISOR JOB (ST246, N=5)

IX. PLANS AND PROGRAMS JOB (ST157, N=6)

X. COMMAND READINESS MANAGER JOB (ST136, N=6)

AFSC 3E9X1 CAREER LADDER SPECIALTY JOBS (N = 601)

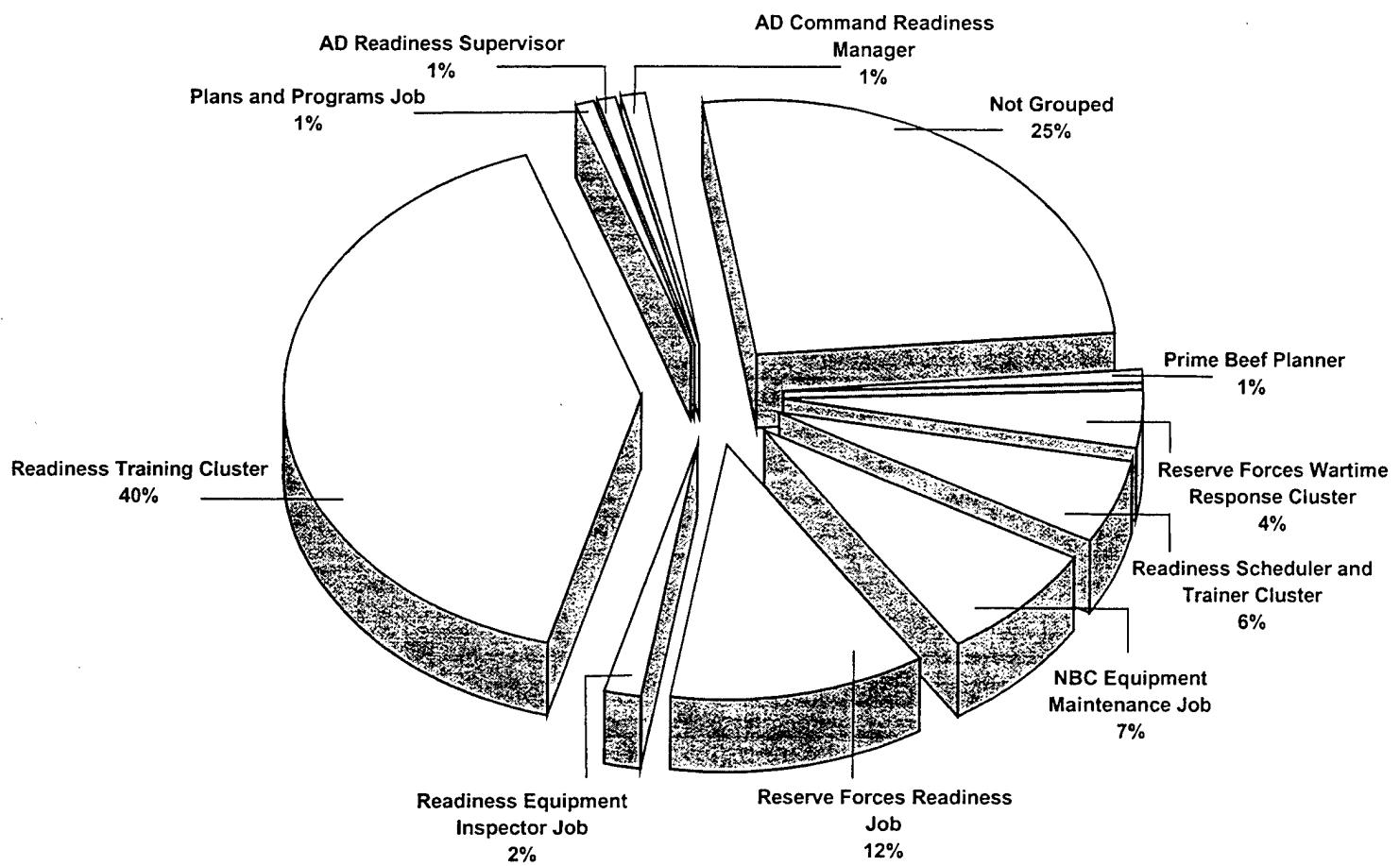


FIGURE 1

Group Descriptions

The following paragraphs contain brief descriptions of the clusters and jobs identified through the career ladder structure analysis. Table 3 presents the average relative percent time spent on duties by members of these specialty jobs. Selected background data for these jobs are provided in Table 4. Representative tasks for all the jobs, clusters and jobs within clusters are contained in Appendix A.

I. PRME BEEF PLANNER JOB (ST140). The 5 members of this job comprise less than 1 percent of the total survey sample. This is a narrowly focused job with members spending 94 percent of their job time planning, performing, and managing readiness activities (see Table 3). These airmen work as navigators using maps, compasses and/or global positioning systems (GPSs) during exercises, incidents or actual attacks. They spend an additional 6 percent of their job time preparing response capabilities for major accidents, attacks and/or exercises. They perform an average of only 18 tasks, the smallest average number of tasks in the survey, with all the members performing only the first 4 tasks as displayed on Table A1. Members of the three components perform this job. Representative tasks for this job include:

- Navigate by vehicle using maps and compasses
- Navigate by foot using global positioning systems (GPSs)
- Navigate by vehicle using GPSs
- Navigate by foot using maps and compasses
- Brief CE personnel on base Disaster Properness (DP) program
- Maintain disaster response grid maps
- Identify airdrome signals
- Brief CE personnel on BEEF program

Three of these airmen are AD with the other two airmen assigned to the ANG and AFRC. The AD MAJCOMS represented in this job are AETC, USAFE, and AFMC; two of these airmen are in their first assignment. Eighty percent of these members are in the E-5 or higher paygrade and hold the 5-skill level. Only one member of this job is stationed overseas.

II. RESERVE FORCES WARTIME RESPONSE CLUSTER (ST51). The 21 members of this cluster represent 3 percent of the total survey sample. Eighty-six percent of these members serve in the ANG or AFRC (62 and 24 percent, respectively). This cluster is characterized by the highest average of job time spent maintaining pre-, trans-, and postattack response capabilities (41 percent). They spend an additional 26 percent maintaining readiness equipment (see Table 3). These airmen primarily work in response readiness. They perform an average of 54 tasks. Representative tasks for this job include:

- Manually construct nuclear, biological and chemical (NBC) detailed or simplified plots
- Don chemical warfare personal protective equipment during attack responses
- Inspect or maintain MCU-2A/P protective masks
- Position automatic chemical or biological detectors during pre-attack responses

- Perform first aid or self-aid measures during postattack responses
- Recommend use of MOPPS
- Identify chemical or biological agents with detection kits or equipment during attack responses

Three jobs were identified within this cluster differing by time spent on specific tasks and duties. These jobs are NBC Cell Job, Attack Response Job, and Biological and Chemical Equipment Maintenance Job.

The first job, NBC Cell Job is a small group consisting of five members. This job is distinguished from the other jobs within the cluster for its high percentage of job time spent maintaining pre-, trans-, and postattack response capabilities (73 percent) and its low average of job time spent maintaining readiness equipment. These members manually construct NBC simplified and detailed plots, interpret NBC reports, establish or maintain communications between shelters, nuclear, biological, chemical control centers (NBCCCs), and command posts. They perform an average of 54 tasks primarily dealing with NBC basic readiness. They spend 9 percent of their job time training such courses as Category I Expedient Methods, Category II Field Sanitation and Health, Force Protection, Expedient Methods, NBC Defense and Explosive Ordnance Reconnaissance.

The second job is the Attack Response Job. Seven airmen assigned to the AFRC or ANG hold this job. These airmen perform the same duties as the previous job but spend less job time performing response capabilities (40 versus 73 percent), and spend more job time maintaining readiness equipment (23 versus 2 percent). These members also perform basic readiness tasks such as donning chemical warfare personal protective equipment, interpreting NBC reports, identifying chemical or biological agents with detection kits or equipment, and manually constructing NBC simplified plots. These airmen conduct specific types of training such as: Mask Confidence, General Contingency, NBC Defense and Explosive Ordnance Reconnaissance.

The third job within this cluster is Reserve Forces NBC Equipment Maintenance Job. These members are assigned to either the AFRC or ANG. They spend the majority of their job time maintaining basic readiness equipment (51 percent) and spend more of their job time performing general mobility and contingency activities than the other two jobs within this cluster. They inspect and maintain such items as MCU-2A/P protective masks, NBC contamination marking kits, NBC defense protective overgarments, and contamination control area (CCA) equipment. These members also conduct Category I Deployment support, Expedient Methods, Field Sanitation and Health, Force Protection, General Contingency and Category II NBC Defense and Explosive Ordnance Reconnaissance training.

The airmen within this cluster are primarily assigned to AFRC or the ANG (86 percent). The three AD MAJCOMs represented in this cluster are AETC, USAFE, and AMC. All the AD airmen working within this job are in their first assignment. The primary paygrades for this cluster are E-5 and E-6, and 62 percent hold the 5-skill level (see Table 4).

III. READINESS SCHEDULER AND TRAINER CLUSTER (ST0056). The 33 members of this cluster constitute 5 percent of the survey sample. These airmen spend 36 percent of their job time training and an additional 18 percent planning and managing readiness activities. These members schedule, track and maintain various training records and files (see Table 3). They also conduct Category I and II training as well as various DP and contingency plans training. Members of this cluster spend more job time training and preparing for training programs than any other job group in the survey. They perform an average of 96 tasks. Representative tasks for this job include:

- Conduct Category I training
- Track NBC defense training
- Conduct groundcrew individual protective equipment training
- Conduct category II training
- Personalize lesson plans
- Track Category I, II, or III training
- Conduct NBC defense training
- Conduct mask confidence training

The first job within this cluster is the Disaster Preparedness (DP) Training/NCOIC Job. This job is performed by five respondents, three AD and two guardsmen. These airmen spend 38 percent of their job time training, scheduling, and tracking programs. This includes NBC defense training, HAZMAT and DP defense training. They spend 33 percent of their job performing general management and supervisory activities and maintaining pre-, trans-, and postattack responses. All the members of this group hold a direct supervisory position and three are stationed overseas.

The second job within this cluster is the Prime BEEF Training Job. This job is composed of nine active duty members. They spend 59 percent of their job time on training and 10 percent of their job time performing readiness management activities. This job includes scheduling, tracking, and conducting Category I, II, and III training. They also coordinate, plan and brief personnel on training programs.

The third job is Unit Deployment Manager Job. The members of this job spend 44 percent of their job time training, planning and managing readiness activities. This job is distinguished from the other jobs within this cluster by the performance of a large number of tasks pertaining to unit deployment management (UDM). These airmen also perform the largest number of tasks for this cluster, 124 tasks. Members of this job are primarily assigned to AMC and PACAF.

Ninety-four percent of the members in this cluster are AD and 70 percent hold the 5-skill level. Fifty-eight percent of these AD airmen are in their first assignment. The primary paygrades for this cluster are E-5 (36 percent) and E-6 (27 percent). Forty-two percent of these airmen are stationed overseas (see Table 4). The members of this group are primarily assigned to AETC (27 percent), USAFE and PACAF (both 18 percent).

IV. NUCLEAR, BIOLOGICAL, AND CHEMICAL (NBC) EQUIPMENT

MAINTENANCE JOB (ST0154). The 44 airmen in this job are all active duty personnel and represent 7 percent of the total survey sample. The members of this job spend 33 percent of their job time maintaining readiness equipment, with an additional 26 percent performing general supply and equipment activities. Airmen holding this job spend more of their job time performing war reserve materiel (WRM), general mobility and contingency activities, than any other job group within the speciality (see Table 3). These members perform an average of 157 tasks. The following are examples of the work performed by these airmen:

- Inspect or maintain field gear, such as helmets, web belts, or canteens
- Operationally check ADM 300A RADIAC multifunction survey meters
- Operationally check MCU-2A/P protective masks
- Inspect and maintain MCU-2A/P protective masks
- Inspect or maintain global positioning systems (GPS) equipment
- Inspect or maintain ADM-300A RADIAC multifunction survey meters
- Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9
- Inspect CE mobility bags or kits
- Inspect or maintain NBC contamination Marking Kits

The members of this group are active duty with an average time in career field (TICF) of 4 years, 64 percent of these airmen are in their first assignment. Their primary pay-grades are E-5 and E-4 (45 and 32 percent, respectively). Eighty percent of these airmen hold the 5-skill level and 34 percent are assigned overseas (see Table 4).

V. RESERVE FORCES READINESS JOB (ST0156). The 71 members of this job make up 12 percent of the survey sample. Ninety-five percent of these respondents are assigned to the ANG or AFRC. These members are primarily responsible for being prepared to respond to an attack or exercise. They spend 30 percent of their job time maintaining pre-, trans-, and postattack response capabilities, 25 percent maintaining readiness equipment and 14 percent of their job time performing training activities. They perform exercises in the field and spend 16 percent of their time planning or managing readiness activities and performing general mobility and contingency activities (see Table 3). They perform an average of 142 tasks. The following are typical tasks performed by members holding this job:

- Inspect or maintain MCU-2A/P protective masks
- Perform mission oriented protective postures analyses
- Don chemical warfare personal protective equipment during attack responses
- Manually construct NBC simplified plots
- Recommend use of MOPPs
- Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9
- Mark NBC contaminated areas
- Identify chemical or biological agents with detection kits or equipment during attack responses
- Inspect or maintain M-256A1 training kits

Fifty-eight percent of the members of this job hold the DAFSC 3E971 with 37 percent holding the DAFSC 3E951 (see Table 4). Of the 4 active duty airmen holding this job, 3 are in their first assignment. The predominate paygrade is E-6 (42 percent).

VI. READINESS EQUIPMENT INSPECTOR JOB (ST0165). The nine members in this job account for 1 percent of the survey sample. The members of this job are primarily responsible for inspecting, operationally checking and maintaining readiness equipment. They spent 48 percent of their job time performing these duties. They inspect such items as lead team equipment; M291 equipment decontamination kits, CAMs, M-256A1 training kits, ALADs, MCP trucks, vans, and trailers. Twenty-four percent of their job time is spent on performing training activities and maintaining response capabilities (13 and 11 percent respectively) (see Table 3). They perform an average of 123 tasks. The following are typical tasks performed by members holding this job:

- Inspect or maintain chemical agent monitors
- Operationally check CAMs
- Operationally check ALADs
- Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9
- Inspect or maintain M-295 equipment decontamination kits
- Inspect or maintain M-256A1 manual chemical detector kits
- Operationally check MCU-2A/P protective masks
- Inspect or maintain M-8A1 automatic chemical agent vapor detectors
- Conduct NBC cell training
- Operationally check ADM-300A RADIAC multifunction survey meters

This job is performed by members of the three components (56 percent AD, 33 percent ANG, and 11 percent AFRC). All of the AD airmen holding this job are in their first assignment. The primary paygrade for this job is E-5 (44 percent), with an additional 44 percent evenly distributed between E-4 and E-6. Members of this job hold either the 5- or 7-skill level (67 and 33 percent, respectively). Thirty-three are assigned overseas (see Table 4).

VII. READINESS TRAINING CLUSTER (ST0147). The 243 members of this cluster make up the core job in the AFSC 3E9X1 career ladder, comprising 40 percent of the survey sample. Sixty percent of their job time is distributed among duties dealing with planning and managing readiness activities, maintaining response capabilities, maintaining readiness equipment and performing training activities. Their additional job time is distributed among the other duties with only 1 percent of job time spent on WRM and environmental or safety activities (see Table 3). This cluster averages the highest number of tasks performed in the survey 331 tasks. Representative tasks performed by members of this cluster include:

- Don chemical warfare personal protective equipment during attack responses
- Recommend use of MOPPs
- Conduct groundcrew individual protective equipment training
- Conduct NBC defense training

- Inspect or maintain MCU-2A/P protective masks
- Perform mission oriented protective postures (MOPP)
- Personalize lesson plans
- Manually construct NBC simplified plots
- Review OPLAN 32-1

Two jobs were identified within this cluster; "AD Readiness Training Job" (N= 16) and the broadest and largest job in the career ladder "Readiness Training Manager Job" (N=227). In both jobs, members spend seventy-six percent of their job time on the same readiness duties: training, response capabilities, equipment and planning and managing readiness activities. The distinguishing difference between the two jobs is time spent and task distribution.

Members working in the first job "AD Readiness Training Job" spend a higher percent of job time on training activities (28 versus 12 percent) while "Readiness Training Managers" spend more job time planning or managing readiness activities (18 versus 10 percent). The AD Readiness Training Job is narrower in focus, with members performing an average of 195 tasks in comparison to 331 tasks performed by members of the Readiness Training Manager Job. The tasks performed by Readiness Training Managers are more evenly distributed among the other duties, than the AD Readiness Training Job members.

This cluster is comprised of members assigned to the three components (59 percent AD, 28 percent ANG and 13 percent AFRC). Forty-six percent of the airmen in this cluster hold the 7-skill level and the average paygrade is E-6. Forty-one percent of the AD airmen working within this cluster are in their first assignment (see Table 4). Twenty-four percent of the AD airmen working within this cluster are equally assigned to ACC and AMC. These airmen primarily work within a squadron (60 percent) or wing level (24 percent).

VIII. AD READINESS SUPERVISOR JOB (ST0246). The five AD members of this job account for less than 1 percent of the total survey sample. Respondents in this job spend 51 percent of their job time on two duties: planning or managing readiness activities and performing general management and supervisory activities (see Table 3). The men performing this job average performing 140 tasks. Representative tasks performed by members of this cluster include:

- Write recommendations for awards or decorations
- Write or endorse military performance reports
- Review OPLAN 32-1
- Conduct supervisory orientations for newly assigned personnel
- Conduct supervisory performance feedback sessions
- Interpret policies, directives, or procedures for subordinates Determine or establish work
- Assignments or priorities
- Evaluate personnel for promotion, demotion, reclassification, or special awards

The average TICF for the members of this job is 10 years with only one member in their first assignment. The primary paygrade held is E-7. Eighty percent of these airmen hold the 7-skill

level and are stationed overseas (see Table 4). These supervisors are assigned to PACAF (80 percent) and ACC (20 percent) and work at squadron level.

IX. PLANS AND PROGRAMS JOB (ST0157). The six members of this job consist of less than 1 percent of the survey sample. These AD airmen spend 36 percent of their job time planning or managing readiness activities. They report the highest average of job time spent on maintaining major accident and natural disaster response capabilities for or during actual incidents or exercises (17 percent) (see Table 3). Members of this job develop, review and coordinate DP programs, contingency plans and checklists. They also coordinate, brief, and review emergency response plans for natural disaster, hazardous material (HAZMAT) emergency, nuclear and nonnuclear major accident response procedures with appropriate officials, and agencies for or during actual attacks, accidents, natural disaster or exercise. They also conduct NBC, HAZMAT Awareness, DPST, and Category I and II training. Members of this job perform an average of 131 tasks. Representative tasks performed by members of this job include:

- Prepare OPLAN 32-1
- Coordinate OPLAN 32-1 with appropriate agencies
- Review inputs to OPLAN 32-1
- Review installation HAZMAT emergency response plans
- Prepare checklists for natural disaster response procedures
- Coordinate installation hazardous material (HAZMAT) emergency response plans with appropriate agencies
- Coordinate checklists for natural disaster response procedures with appropriate agencies
- Conduct NBC defense training
- Maintain supporting documents for OPLAN 32-1, such as support unit documents
- Maintain event logs during major accident responses

The average TICF for members of this job is 9 yrs and 4 mos with one airman is in his/her first assignment. Fifty percent are in the E-6 paygrade. Sixty-seven of these members hold the 7-skill level and 33 percent are assigned overseas (see Table 4).

X. COMMAND READINESS MANAGER JOB (ST0157). The six members of this job consist of less than one percent of the survey sample. Higher-ranking airmen perform this job. They spend 59 percent of their job time planning, performing, managing and supervising readiness activities and/or personnel. These members perform administrative procedures, and higher-level management functions (see Table 3). They perform an average of 176 tasks. Representative tasks performed by members of this job include:

- Prepare papers, such as point, position, review, or talking papers
- Review current intelligence data
- Prepare TDY trip reports
- Identify contingency LIMFACs
- Identify contingency shortfalls
- Coordinate operational requirements documents (ORDs) with appropriate agencies

- Coordinate storage of NBC defense equipment with appropriate agencies review OPLAN 32-1
- Analyze computer output products
- Review inputs to OPLAN 32-1
- Write replies to inspection reports, other than WRM
- Discrepancy reports

The members in this job average 9 yrs and 10 mos TICF. Airmen performing this job are the highest-ranking members in this survey and 83 percent are assigned to MAJCOM level. Three of these members hold the 9-skill level, two hold the 7-skill level and one individual holds the CEM skill level.

Summary

Three clusters and seven independent jobs were identified in the career ladder structure analysis: Prime BEEF Planner Job, Reserve Forces Wartime Response Cluster, Readiness Scheduler and Trainer Cluster, NBC Equipment Maintenance Job, Reserve Forces Readiness Job, Readiness Equipment Inspector Job, Readiness Training Cluster, AD Readiness Supervisor Job, Plans and Programs Job, and Command Readiness Manager Job. Five major factors separated the groups into jobs; the type of response prepared to handle (such as natural disaster, or major accident response), type, depth and/or amount of job time spent on readiness training (such as NBC CELL or conducting groundcrew individual protective equipment training) and amount of job time spent on certain duties (such as equipment, pre-, trans-, and postattack response capabilities, and/or scheduling).

An examination of a career ladder structure oftentimes has a small percentage of incumbents not grouped within identified jobs. There are many reasons for this such as: personnel being temporarily assigned to another specialty, or an individual being temporarily assigned to a job such as First Sergeant, CDC writer or Maintenance Building Director. Yet, this career specialty had an unusually high percentage of airmen not grouped, 25 percent. Analyses of this specialty identified many small groups of airmen spending large portions of job time performing only a few certain tasks in a specific area such as Prime BEEF. Other small groups performed only parts of an identified job.

COMPARISON OF CURRENT JOB STRUCTURE TO PREVIOUS STUDY

The current job structure was compared with the previous OSR (AFPT 90-3E6-026/90-3E9-018, October 1996). Table 5 displays the major jobs reported in the current survey and their equivalents in the previous survey. Three major survey factors affected the different results of the new and last OSR. The previous OSR included two specialties the Operations (AFSC 3E6X1) and the Readiness (AFSC 3E9X1) career ladders. Neither the ANG nor the AFRC were included in the last OSR. Lastly, Prime BEEF tasks were assigned to the Operations specialty not the Readiness specialty. Therefore, additional jobs were identified for the Readiness career

ladder. The jobs identified in the last OSR for the Readiness specialty were also identified in the current OSR, with the inclusion of new identified jobs.

TABLE 3

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS
TOTAL SAMPLE

DUTIES	PRIME BEEF PLANNER JOB STAGE 140 (N=5)	RESERVE FORCES WARTIME RESPONSE CLUSTER STAGE 51 (N=21)	READINESS SCHEDULER AND TRAINER CLUSTER STAGE 56 (N=33)	NBC EQUIPMENT MAINT JOB STAGE 154 (N=44)	RESERVE FORCES READINESS JOB STAGE 156 (N=71)
A PERFORMING GENERAL READINESS ACTIVITIES	51	4	4	2	3
B PLANNING OR MANAGING READINESS ACTIVITIES	43	4	18	6	9
C MAINTAINING PRE-, TRANS-, AND POSTATTACK RESPONSE CAPABILITIES FOR OR DURING ACTUAL ATTACKS OR EXERCISES	3	41	8	9	30
D MAINTAINING MAJOR ACCIDENT RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	3	3	4	4	4
E MAINTAINING NATURAL DISASTER RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	0	*	1	1	1
F MAINTAINING READINESS EQUIPMENT	0	26	8	33	25
G PERFORMING WAR RESERVE MATERIEL (WRM) ACTIVITIES	0	0	*	4	*
H PERFORMING ENVIRONMENTAL OR SAFETY ACTIVITIES	0	2	*	1	1
I PERFORMING GENERAL MOBILITY AND CONTINGENCY ACTIVITIES	0	6	5	10	7
J PERFORMING GENERAL MANAGEMENT AND SUPERVISORY ACTIVITIES	0	1	6	2	3
K PERFORMING TRAINING ACTIVITIES	0	10	36	8	14
L PERFORMING GENERAL ADMINISTRATIVE OR TECHNICAL ORDER (TO) ACTIVITIES	0	1	4	4	1
M PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	0	1	4	16	2

* Indicates less than 1 percent

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS

	TOTAL SAMPLE	READINESS EQUIPMENT INSPECTOR JOB STAGE 165 (N=9)	READINESS TRAINING CLUSTER STAGE 147 (N=243)	READINESS SUPERVISOR JOB STAGE 246 (N=5)	PLANS AND PROGRAMS JOB STAGE 157 (N=6)	ADM COMMAND READINESS MANAGER JOB STAGE 136 (N=6)
<u>DUTIES</u>						
A PERFORMING GENERAL READINESS ACTIVITIES	5	9	8	8	11	4
B PLANNING OR MANAGING READINESS ACTIVITIES	2	4	4	4	6	2
C MAINTAINING PRE-, TRANS-, AND POSTATTACK RESPONSE CAPABILITIES FOR OR DURING ACTUAL ATTACKS OR EXERCISES	11	16	6	6	5	11
D MAINTAINING MAJOR ACCIDENT RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	19	2	4	4	4	4
E MAINTAINING NATURAL DISASTER RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	48	1	1	0	*	*
F MAINTAINING READINESS EQUIPMENT PERFORMING WAR RESERVE MATERIEL (WRM) ACTIVITIES	2	2	1	*	*	*
G PERFORMING GENERAL MOBILITY AND ACTIVITIES	2	6	2	2	1	3
H PERFORMING ENVIRONMENTAL OR SAFETY ACTIVITIES	1	7	24	6	12	12
I PERFORMING CONTINGENCY ACTIVITIES	13	13	12	13	9	9
J PERFORMING GENERAL MANAGEMENT AND SUPERVISORY ACTIVITIES	2	4	5	3	3	11
K PERFORMING TRAINING ACTIVITIES	4	5	3	2	3	3
L PERFORMING GENERAL ADMINISTRATIVE OR TECHNICAL ORDER (TO) ACTIVITIES						
M PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES						

* Indicates less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	NUMBER IN GROUP	PRIME BEEF PLANNER JOB (ST140)	5	RESERVE FORCES WARTIME RESPONSIVE CLUSTER (ST51)	21	RESERVE FORCES WARTIME RESPONSIVE CLUSTER (ST56)	21	READYNESS SCHEDULER AND TRAINER CLUSTER (ST55)	33	EQUIPMENT MAINTENANCE JOB (ST154)	44	RESERVE FORCES READINESS JO (ST156)	71
PERCENT TOTAL SAMPLE													
PERCENT AD		1%		3%		5%		94%		7%		12%	
PERCENT ANG		60%		14%		94%		6%		100%		5%	
PERCENT AFRC		20%		62%		6%		0		0		72%	
PERCENT IN CONUS		20%		24%		0		0		0		23%	
DAFSC DISTRIBUTION:		80%		95%		56%		3%		66%		93%	
3E931	0		4%		0		3%		0		0		
3E951		80%		62%		62%		70%		80%		37%	
3E971		20%		24%		24%		24%		14%		58%	
3E991	0		10%		0		3%		0		0	5%	
3E900	0		0		0		0		0		0	0	
PREDOMINANT GRADE(S)													
E-1 to E-3	0		5%		0		6%		0		0	11%	
E-4		20%		14%		14%		18%		32%		6%	
E-5		60%		43%		43%		36%		46%		20%	
E-6		20%		33%		33%		27%		11%		42%	
E-7	0		0	5		5		3%		0		31%	
E-8	0		0	0		0		0		0		1%	
E-9	0		0	0		0		0		0		0	
AD-AVG MONTHS IN CAREER FIELD	38		18		129		79		62		49		52
AD-AVG MONTHS IN SERVICE					66%		100%		135		120		142
AD-PERCENT IN FIRST ASSIGNMENT					20%		10%		58%		64%		75%
PERCENT SUPERVISING					18		54		42		30%		44%
AVG NUMBER OF TASKS PERFORMED									96		157		142

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

<u>NUMBER IN GROUP</u>	<u>READINESS EQUIPMENT INSPECTOR JOB (ST165)</u>	<u>READINESS TRAINING CLUSTER (ST147)</u>	<u>AD READINESS SUPERVISOR JOB (ST246)</u>	<u>PLANS AND PROGRAMS JOB (ST157)</u>	<u>AD COMMAND READINESS MANAGER JOB (ST136)</u>
<u>PERCENT OF TOTAL SAMPLE</u>					
PERCENT AD	1%	40%	1%	1%	1%
PERCENT ANG	56%	59%	100%	100%	81%
PERCENT AFRC	33%	28%	0	0	0
PERCENT IN CONUS	11%	13%	0	0	0
<u>DAFSC DISTRIBUTION:</u>					
3E931	0	2%	0	0	0
3E951	67%	35%	20%	33%	0
3E971	33%	46%	80%	67%	33%
3E991	0	17%	0	0	50%
3E900	0	0	0	0	17%
<u>PREDOMINANT GRADE(S)</u>					
E-1 to E-3	0	0	0	0	0
E-4	22%	7%	0	0	0
E-5	45%	27%	20%	33%	0
E-6	22%	24%	20%	50%	33%
E-7	11%	27%	60%	17%	33%
E-8	0	15%	0	0	17%
E-9	0	0	0	0	17%
AD-AVG MONTHS IN CAREER FIELD	67	85	120	113	119
AD-AVG MONTHS IN SERVICE	119	176	211	170	252
AD-PERCENT IN FIRST ASSIGNMENT	80%	41%	20%	0	0
PERCENT SUPERVISING	33%	65%	100%	67%	17%
AVG NUMBER OF TASKS PERFORMED	123	321	140	131	176

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1996 SURVEY

<u>CURRENT SURVEY</u> (N=601)	<u>1996 SURVEY</u> (N=763)
Prime BEEF Planner Job	
Reserve Forces Wartime Response Cluster	
Readiness Scheduler and Trainer Cluster	
NBC Equipment Maintenance Job	
Reserve Forces Readiness Job	
Readiness Equipment Inspector Job	Logistics Job
Readiness Training Cluster	Training Job
AD Readiness Supervisor Job	NCOIC and Superintendent Job
Plans and Programs Job	Operations Plans and Programs Job
Command Readiness Manager Job	MAJCOM Management Cluster
	NOTE: 1996 OSR included Operations (AFSC 3E6X1) and Readiness (AFSC 3E9X). Prime BEEF Tasks assigned to Readiness career ladder after previous OSR. ANG nor AFRC included in 1996 OSR.

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as AFMAN 36-2108 *Specialty Descriptions* and the Specialty Training Standard (STS) reflect what career ladder personnel are actually doing in the field and what is required of their members.

The distribution of skill-level groups across the career ladder specialty jobs is displayed in Tables 6 and 7. Tables 8 and 9 offer another perspective by displaying the average time spent on each duty across the skill-level groups. Tables 10-27 display representative tasks performed by the specific component DAFSC groups. Tables displaying representative tasks performed by the total survey sample (AD, ANG, and AFRC) by skill-level are included in Appendix B.

Skill-Level Descriptions Active Duty

DAFSC 3E931. The 11 airmen in the 3-skill level group represent 2 percent of the survey sample and 3 percent of the AD sample. These 3-skill level members work in the NBC Equipment Maintenance Job, Readiness Training Cluster and the Readiness Scheduler & Trainer Cluster (see Table 6).

These members spend 44 percent of their job time maintaining readiness equipment and performing training activities. They spend an additional 20 percent of job time performing general supply and equipment activities as well as planning or managing readiness activities (see Table 8). These duties involve tasks such as conducting groundcrew individual protective equipment training, inspecting and/or maintaining audiovisual equipment, and activating mobile command posts (MCPS) for natural disaster responses (see Table 8). These 3-skill level airmen perform an average of 156 tasks. Representative tasks performed by these AD 3-skill level airmen are displayed in Table 10

DAFSC 3E951. The 188 airmen in the 5-skill level group represent 31 percent of the survey sample and 56 percent of the AD sample. These airmen primarily work in the Readiness Training Cluster (39 percent), NBC Equipment Maintenance Job (19 percent), and the Readiness Scheduler and Trainer Cluster (12 percent). Small percentages of 5-skill level airmen work in all the jobs and cluster identified, with the exception of the Command Readiness Manager Job (see Table 6).

These 5-skill level airmen report performing more tasks than their 3-skill level counterparts (3-skill level=156 tasks versus 5-skill level=177 tasks). Five-skill level personnel report spending more job time planning or managing readiness activities and maintaining pre-trans-, and postattack response capabilities, and less time on general supply, equipment, and training activities than their 3-skill level counterpart. Yet, 5-skill level airmen still spend 20 percent of their job time maintaining readiness equipment (see Table 8). Representative tasks

performed by the 5-skill level airmen are displayed in Table 11 and tasks that reflect differences between the AD 3- and 5-skill level groups are displayed in Table 12.

DAFSC 3E971. The 122 members in the 7-skill level group constitute 20 percent of the survey sample and over 37 percent of the AD sample. These senior NCOs work in all the jobs identified, especially the Readiness Training Cluster where 52 percent of AD airmen hold the 7-skill level (see Table 6).

A 7 percent increase in supervisory responsibilities is seen for the 7-skill level airmen versus the 5-skill level airmen. Yet, these experienced airmen also report spending a high percentage of job time performing technical duties such as maintaining readiness equipment and pre-, trans-, and postattack response capabilities. They spend 21 percent of their job time planning or managing readiness activities. These experienced airmen report performing an average of 225 tasks. This is the largest number of tasks performed by any of the AD skill level groups. Representative tasks performed by these seniors NCOs are displayed in Table 13. Tasks differentiating between the AD 5- and 7-skill level groups are displayed in Table 14.

DAFSC 3E991. The 10 members in the 9-skill level represent 2 percent of the survey sample and 3 percent of the AD survey sample. They perform an average of 165 tasks. These members work in either the Command Readiness Manager Job or a job within the Readiness Training Cluster (see Table 6).

These members spend 42 percent of their job time planning or managing readiness activities as well as performing supervisory and administrative duties. These respondents also spend more job time maintaining pre-, trans-, and postattack response capabilities, and performing general administrative or technical order activities than any other skill level group (see Table 8). Table 15 lists representative tasks performed by DAFSC 3E991 and Table 16 differentiates between AD 7- and 9-skill level.

DAFSC 3E900. The two members in the CEM-skill level represent less than 1 percent of the survey sample. Table 17 lists the representative tasks for these members. Due to the small number of respondents no other data on this skill level will be provided in this report.

Summary (Active Duty)

A typical career ladder progression within AFSC 3E9X1 career ladder is evident, with personnel at the 3-skill level spending the vast majority of their job time performing technical tasks. A slight shift towards supervisory functions occurs at the 5-skill level, with members still spending more than 80 percent of their duty time performing technical functions. Personnel at the 7-skill level perform both technical and supervisory functions, with a relatively higher percentage of their time spent on supervisory duties, as compared to the more junior personnel. Nine-skill level members are basically managers and supervisors performing predominantly supervisory and managerial tasks.

Air National Guard Skill-Level Descriptions

DAFSC 3E951. The 56 airmen in the 5-skill level group represent 9 percent of the survey sample and 30 percent of the ANG sample. These incumbents primarily work in the Reserve Forces Readiness Job (38 percent) and Readiness Training Cluster (20 percent). An additional 16 percent of these members work in the Reserve Forces Wartime Response Cluster (see Table 7).

These 5-skill level guardsmen report performing an average of 143 tasks and spent 52 percent of their job time maintaining readiness equipment and pre-, trans-, and postattack response capabilities (see Table 9). Representative tasks performed by 5-skill level ANG members are listed in Table 18.

DAFSC 3E971. The 99 members in the 7-skill level group constitute 16 percent of the survey sample and 53 percent of the ANG sample. Like their 5-skill level counterpart, they too primarily work in the Readiness Training Cluster (30 percent) and the Reserve Forces Readiness Job (28 percent). Unlike their 5-skill level counterparts, only 3 percent of these 7-skill level airmen work in the Reserve Forces Wartime Response Cluster (see Table 7).

These 7-skill level guardsmen report performing an average of 172 tasks. An increase in general management and supervisory activities is reflected as well as an increase in planning or managing readiness activities from the 5-skill level is reflected (see Table 9). Representative tasks performed by 7-skill level ANG members are listed in Table 19. Task differentiating between the ANG 5- and 7-skill level groups is displayed in Table 20.

DAFSC 3E991. The 33 members in the 9-skill level group represents 5 percent of the survey sample and 17 percent of the ANG survey sample. These guardsmen primarily work in the Readiness Training Cluster (85 percent) with an additional 6 percent working in the Reserve Forces Readiness Job and Readiness Scheduler and Trainer Cluster (see Table 7).

As is typical in most career fields, personnel in the 9-skill level DAFSC reported an increase in management and supervisory responsibilities. They perform an average of 189 tasks, and spend the largest part of their job time planning or managing readiness activities. Representative tasks performed by 9-skill level ANG members are listed in Table 21.

Summary (Air National Guard)

Distinctions between the ANG skill-level groups are evident, with personnel at the 5-skill levels spending the vast majority of their job time performing technical tasks across a number of different jobs. At the 7- and 9-skill level, a shift towards supervisory tasks is clear. AD members report performing more supervisory and managerial tasks than the ANG at the different skill levels.

Air Force Reserves Skill-Level Descriptions

DAFSC 3E951. Sixteen airmen in the 5-skill level group represent 3 percent of the survey sample and 1 percent of the AFRC sample. Thirty-two percent of these reservists work in the Reserve Forces Readiness Job and Reserve Forces Wartime Response Cluster with an additional 12 percent working in the Prime BEEF Planner Job and Readiness Training Cluster. Fifty-six percent of these reservists were not grouped with an identified job. This is the largest number of airmen not identified in a job within the survey (see Table 7).

AFRC 5-skill level airmen report performing an average of only 83 tasks. This is the smallest number of tasks performed by any skill level group in the survey, indicating a narrow focus of specialization. These airmen spend a larger amount of their job time performing general mobility and contingency activities than any other skill level groups in the survey. They also spend 45 percent of their job time maintaining readiness equipment and pre-, trans-, and postattack response capabilities (see Table 9). Representative tasks performed by 5-skill level AFRC members are listed in Table 23.

DAFSC 3E971. The 39 members in the 7-skill level group constitute 6 percent of the survey sample and 50 percent of the AFRC sample. Like their 5-skill level counterpart, they too primarily work in the Readiness Training Cluster (46 percent) and the Reserve Forces Readiness Job (26 percent). Unlike their 5-skill level counterparts, only 6 percent of these 7-skill level work in either the Reserve Forces Wartime Response Cluster or Readiness Equipment Inspector Job (see Table 7).

These 7-skill level reservists report performing an average of 204 tasks. This is the largest number of tasks performed by any reservist skill level group, but lower than their AD 7-skill level counterpart (AD=225 tasks). Unlike their AD counterparts, reservists reported an increase in job time performing training activities. Like their AD counterparts, reservist had an increase in time spent performing general management and supervisory activities as they progressed in skill level (see Table 8 & 9). Representative tasks performed by 7-skill level AFRC members are listed in Table 24. Tasks differentiating between the AFRC 5- and 7-skill level groups are displayed in Table 25.

DAFSC 3E991. The 21 members in the 9-skill level represent 3 percent of the survey sample and 27 percent of the AFRC survey sample. Fifty-seven percent of these members work in the Readiness Training Cluster with an additional 24 percent identified in the Reserve Forces Readiness Job and Reserve Forces Wartime Response Cluster (see Table 7).

As one would expect, an increase in supervisory activities is reported. A slight increase is seen in training activities, as well as a 7 percent increase in maintaining pre-, trans-, and post attack response capabilities (see Table 9). They perform an average of 189 tasks. Representative tasks performed by 9-skill level AFRC members are listed in Table 26. Tasks differentiating between the AFRC 7- and 9-skill level groups are displayed in Table 27.

Summary
(Air Force Reserve Command)

Progression in the AFRC Readiness career ladder follows a pattern of technical job focus at the 5-skill level with higher emphasis on management and supervision at the 7- and 9-skill levels.

An unusual pattern of skill level development is reflected by the AFRC in performing training activities. As reservists progress in their skill level, the amount of job time spent performing training activities increases (5-skill level=11 percent, 7-skill level=18 percent, and 9-skill level=19 percent) (see Table 9). This progression is unlike their AD and ANG counterparts, reflecting a difference in the utilization of AFRC personnel within the career ladder.

TABLE 6

DISTRIBUTION OF DAFSC 3E9X1 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL SURVEY SAMPLE						AD SAMPLE		
	DAFSC 3E931 (N=15)	DAFSC 3E951 (N=260)	DAFSC 3E971 (N=260)	DAFSC 3E991 (N=64)	DAFSC 3E931 (N=11)	DAFSC 3E951 (N=188)	DAFSC 3E971 (N=122)	DAFSC 3E991 (N=10)	
Prime BEEF Planner Job	0	2	*	0	0	1	1	0	
Reserve Forces Wartime Response Cluster	7	5	2	3	0	1	1	0	
Readiness Scheduler and Trainer Cluster	7	9	3	2	9	12	6	0	
NBC Equipment Maintenance Job	20	14	2	0	27	19	5	0	
Reserve Forces Readiness Job	0	10	16	6	0	1	2	0	
Readiness Equipment Inspector Job	0	2	1	0	0	2	1	0	
Readiness Training Cluster	27	33	43	67	27	39	52	30	
AD Readiness Supervisor Job	0	*	2	0	0	1	3	0	
Plans and Programs Job	0	1	2	0	0	1	3	0	
Command Readiness Manager Job	0	0	1	5	0	0	2	30	
Other	39	24	28	17	37	23	24	40	

*=Denotes less than 1 percent

TABLE 7

DISTRIBUTION OF DAFSC 3E9X1 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	ANG SAMPLE			AFRC SAMPLE		
	DAFSC 3E951 (N=56)	DAFSC 3E971 (N=99)	DAFSC 3E991 (N=33)	DAFSC 3E951 (N=16)	DAFSC 3E971 (N=39)	DAFSC 3E991 (N=21)
Prime BEEF Planner Job	2	0	0	6	0	0
Reserve Forces Wartime Response Cluster	16	3	0	13	3	10
Readiness Scheduler and Trainer Cluster	0	1	3	0	0	0
NBC Equipment Maintenance Job	0	0	0	0	0	0
Reserve Forces Readiness Job	38	29	3	19	26	14
Readiness Equipment Inspector Job	4	1	0	0	3	0
Readiness Training Cluster	20	30	85	6	46	57
AD Readiness Supervisor Job	0	0	0	0	0	0
Plans and Programs Job	0	0	0	0	0	0
Command Readiness Manager Job	0	0	0	0	0	0
Other	20	36	9	56	22	19

*=Denotes less than 1 percent

TABLE 8
RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS
TOTAL SAMPLE AND AD

DUTIES	TOTAL SAMPLE			<u>AD</u>		
	DAFSC 3E931 (N=15)	DAFSC 3E951 (N=260)	DAFSC 3E971 (N=260)	DAFSC 3E991 (N=64)	DAFSC 3E931 (N=11)	DAFSC 3E951 (N=188)
A PERFORMING GENERAL READINESS ACTIVITIES	4	5	6	5	4	5
B PLANNING OR MANAGING READINESS ACTIVITIES	10	14	17	19	10	16
C MAINTAINING PRE-, TRANS-, AND POSTATTACK RESPONSE CAPABILITIES FOR OR DURING ACTUAL ATTACKS OR EXERCISES	9	14	16	18	9	11
D MAINTAINING MAJOR ACCIDENT RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	6	6	6	6	7	6
E MAINTAINING NATURAL DISASTER RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	5	3	2	2	5	3
F MAINTAINING READINESS EQUIPMENT	24	22	16	11	23	20
G PERFORMING WAR RESERVE MATERIEL (WRM) ACTIVITIES	*	1	1	*	*	1
H PERFORMING ENVIRONMENTAL OR SAFETY ACTIVITIES	1	1	1	1	*	1
I PERFORMING GENERAL MOBILITY AND CONTINGENCY ACTIVITIES	11	6	5	4	7	6
J PERFORMING GENERAL MANAGEMENT AND SUPERVISORY ACTIVITIES	1	3	7	10	*	3
K PERFORMING TRAINING ACTIVITIES	19	16	14	14	21	17
L PERFORMING GENERAL ADMINISTRATIVE OR TECHNICAL ORDER (TO) ACTIVITIES	3	3	4	6	4	3
M PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	7	6	4	4	10	8

*=Denotes less than 1 percent

TABLE 9

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS
AFRC AND ANG

DUTIES	<u>ANG</u>		<u>AFRC</u>	
	DAFSC 3E951 (N=56)	DAFSC 3E971 (N=99)	DAFSC 3E991 (N=33)	DAFSC 3E951 (N=16)
A PERFORMING GENERAL READINESS ACTIVITIES	4	5	4	10
B PLANNING OR MANAGING READINESS ACTIVITIES	9	13	21	11
C MAINTAINING PRE-, TRANS-, AND POSTATTACK RESPONSE CAPABILITIES FOR OR DURING ACTUAL ATTACKS OR EXERCISES	24	21	15	18
D MAINTAINING MAJOR ACCIDENT RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	6	4	8	4
E MAINTAINING NATURAL DISASTER RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	2	2	3	1
F MAINTAINING READINESS EQUIPMENT	28	21	13	27
G PERFORMING WAR RESERVE MATERIEL (WRM) ACTIVITIES	*	*	*	*
H PERFORMING ENVIRONMENTAL OR SAFETY ACTIVITIES	2	1	1	2
I PERFORMING GENERAL MOBILITY AND CONTINGENCY ACTIVITIES	5	6	4	8
J PERFORMING GENERAL MANAGEMENT AND SUPERVISORY ACTIVITIES	1	4	8	2
K PERFORMING TRAINING ACTIVITIES	15	16	14	11
L PERFORMING GENERAL ADMINISTRATIVE OR TECHNICAL ORDER (TO) ACTIVITIES	2	3	4	2
M PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	4	5	4

*Denotes less than 1 percent

TABLE 10
REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 3E931
PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=11)
K0713 Conduct groundcrew individual protective equipment training	91
D0319 Maintain event logs during major accident responses	73
F0442 Inspect or maintain MCP trucks, recreational vehicles (RVs), vans, or trailers	73
K0697 Administer or score tests	73
F0387 Inspect or maintain audiovisual equipment	73
E0345 Activate MCPs for natural disaster responses	73
K0719 Conduct mask confidence training	73
F0443 Inspect or maintain MCU-2A/P protective masks	73
F0439 Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9	73
K0759 Track specialized team training	64
K0751 Personalize lesson plans	64
K0702 Conduct Category I training	64
F0409 Inspect or maintain field gear, such as helmets, web belts, or canteens	64
F0402 Inspect or maintain communications equipment	64
F0478 Operationally check dosimeters, such as IM-143 or CDV-742 dosimeters	64
F0384 Inspect or maintain ADM-300A RADIAC multifunction survey meters	64
I0593 Fire weapons, such as M-16 rifles	64
F0404 Inspect or maintain dosimeters, such as IM-143 or CDV-742 dosimeters	64
M0836 Pick up or deliver equipment, tools, or supplies	64
I0620 Perform contamination control procedures for chemical or biological agents	64
B0034 Brief CE personnel on Prime Base Engineer Emergency Force (BEEF) program	64
I0590 Erect tents, such as general purpose (GP), medium, or temper tents	64
I0588 Erect camouflage nettings	64
D0284 Activate mobile command posts (MCPs) for major accident responses	64
C0226 Don chemical warfare personal protective equipment during attack responses	64

AVERAGE TASKS PERFORMED - 156

TABLE 11
REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 3E951
PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=188)
K0713 Conduct groundcrew individual protective equipment training	73
F0443 Inspect or maintain MCU-2A/P protective masks	72
F0500 Operationally check MCU-2A/P protective masks	71
K0702 Conduct Category I training	67
K0722 Conduct NBC defense training	66
K0719 Conduct mask confidence training	66
I0593 Fire weapons, such as M-16 rifles	66
K0751 Personalize lesson plans	63
F0442 Inspect or maintain MCP trucks, recreational vehicles (RVs), vans, or trailers	62
C0241 Manually construct NBC simplified plots	62
K0717 Conduct in-house training, such as on-the-job training (OJT)	62
F0499 Operationally check MCP trucks, RVs, vans, or trailers	62
D0284 Activate mobile command posts (MCPs) for major accident responses	62
F0387 Inspect or maintain audiovisual equipment	62
F0409 Inspect or maintain field gear, such as helmets, web belts, or canteens	61
C0226 Don chemical warfare personal protective equipment during attack responses	60
C0276 Recommend use of MOPPs	60
K0703 Conduct Category II training	59
D0319 Maintain event logs during major accident responses	59
B0034 Brief CE personnel on Prime Base Engineer Emergency Force (BEEF) program	58
K0711 Conduct DPST training	57
A0001 Analyze computer output products	56
B0035 Brief CE personnel on base DP program	53
A0005 Develop disaster preparedness (DP) information program materials	52
B0180 Review OPLAN 32-1	51
K0758 Track NBC defense training	45
K0754 Schedule Category I, II, or III training	45

AVERAGE TASKS PERFORMED -177

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 3E931 AND 3E951 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD			AD DAFSC 3E951 (N=11)	AD DAFSC 3E931 (N=188)	DIFFERENCE
	DAFSC 3E931 (N=11)	DAFSC 3E951 (N=188)	AD DAFSC 3E951 (N=11)			
I0620 Perform contamination control procedures for chemical or biological agents	64	33	33	31		
K0697 Administer or score tests	73	43	30			
F0415 Inspect or maintain ground crew defense ensembles or JS-LISTS	55	27	28			
B0095 Coordinate storage of NBC defense equipment with appropriate agencies	45	18	27			
I0609 Maintain contingency tool kits	55	29	26			
I0645 Prepare equipment for deployments	55	29	25			
K0699 Brief personnel concerning training programs or matters	55	30	25			
K0722 Conduct NBC defense training	36	66	-30			
D0329 Perform SRC or CSS activities during major accident or major natural responses	*	28	-28			
F0448 Inspect or maintain PA systems	9	36	-27			
J0688 Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	*	26	-26			
B0109 Initiate documentation for movement of hazardous cargo or freight shipments	*	26	-26			
F0502 Operationally check PA systems	18	44	-25			
K0715 Conduct HAZMAT awareness training	18	44	-25			
J0658 Conduct self-assessments	9	35	-25			

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 3E971
PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=122)
A0001 Analyze computer output products	73
B0180 Review OPLAN 32-1	68
K0717 Conduct in-house training, such as on-the-job training (OJT)	68
D0284 Activate mobile command posts (MCPs) for major accident responses	67
J0663 Determine or establish work assignments or priorities	64
J0673 Establish performance standards for subordinates	64
K0751 Personalize lesson plans	64
K0722 Conduct NBC defense training	63
J0662 Counsel subordinates concerning personal matters	63
K0713 Conduct groundcrew individual protective equipment training	61
J0682 Inspect personnel for compliance with military standards	61
J0694 Write or endorse military performance reports	61
K0750 Maintain training records or files	61
J0659 Conduct supervisory performance feedback sessions	61
K0739 Determine training requirements	60
L0788 Prepare papers, such as point, position, review, or talking papers	59
J0695 Write recommendations for awards or decorations	59
J0688 Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	58
J0689 Schedule personnel for TDY assignments, leaves, or passes	56
B0034 Brief CE personnel on Prime Base Engineer Emergency Force (BEEF) program	56
B0029 Advise exercise evaluation team (EET) chief on DP requirements	54
K0748 Evaluate progress of trainees	54
J0672 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures	53

AVERAGE TASKS PERFORMED - 225

TABLE 14

TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 3E951 AND 3E971 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD		AD		DIFFERENCE
	DAFSC 3E951 (N=188)	DAFSC 3E971 (N=122)	DAFSC 3E951 (N=188)	DAFSC 3E971 (N=122)	
L0773 Inventory classified materials or documents	15	34	34	34	-20
C0212 Coordinate inputs to situation reports (SITREPs) with appropriate agencies	14	34	34	34	-20
A0013 Monitor passive defense measures	15	35	35	35	-20
D0304 Coordinate major accident response exercise scenarios with appropriate agencies	17	37	37	37	-20
K0739 Determine training requirements	40	60	60	60	-20
J0690 Write inspection reports	11	31	31	31	-20
B0153 Prepare OPLAN 32-1	22	42	42	42	-20
B0071 Coordinate inputs to DP support agreements with other agencies	18	38	38	38	-20
J0673 Establish performance standards for subordinates	13	64	64	64	-51
J0662 Counsel subordinates concerning personal matters	21	63	63	63	-42
J0695 Write recommendations for awards or decorations	18	59	59	59	-41
J0678 Evaluate personnel for promotion, demotion, reclassification, or special awards	13	53	53	53	-40
J0694 Write or endorse military performance reports	21	61	61	61	-40
J0659 Conduct supervisory performance feedback sessions	22	61	61	61	-39

TABLE 15
REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 3E991
PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=10)
L0788	Prepare papers, such as point, position, review, or talking papers	100
A0001	Analyze computer output products	100
L0789	Prepare TDY trip reports	80
J0688	Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	80
L0792	Research information in publications	80
J0674	Evaluate inspection report findings or inspection procedures	80
L0793	Review AF suggestions	80
B0080	Coordinate NBC defense equipment issues with appropriate agencies	70
B0177	Review military documents, such as Department of Defense (DOD), JCS, USAF, or North Atlantic Treaty Organization (NATO) documents, for impact on existing readiness programs	70
J0690	Write inspection reports	70
J0683	Interpret policies, directives, or procedures for subordinates	70
J0671	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	70
L0772	Initiate requests for TDY orders	70
L0771	Initiate messages, other than classified messages	70
L0787	Prepare minutes of briefings, conferences, or meetings	70
J0686	Review budget requirements	70
J0669	Draft budget requirements	70
J0672	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	70
L0764	Destroy classified materials or documents	70
J0666	Develop self-inspection or self-assessment program checklists	70
J0691	Write job or position descriptions	70

AVERAGE TASKS PERFORMED - 165

TABLE 16

TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 3E971 AND 3E991 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD	AD	AD	DIFFERENCE
	DAFSC 3E971 (N=122)	DAFSC 3E991 (N=10)	DAFSC 3E991 (N=10)	
C0276 Recommend use of MOPPs	57	*	57	
K0751 Personalize lesson plans	64	10	54	
K0713 Conduct groundcrew individual protective equipment training	61	10	51	
K0750 Maintain training records or files	61	10	51	
F0387 Inspect or maintain audiovisual equipment	60	10	50	
F0500 Operationally check MCU-2A/P protective masks	57	10	47	
A0010 Maintain disaster response grid maps	57	10	47	
I0593 Fire weapons, such as M-16 rifles	59	10	49	
L0793 Review AF suggestions	33	80	-47	
B0072 Coordinate inputs to WMPs with appropriate agencies	7	50	-43	
L0788 Prepare papers, such as point, position, review, or talking papers	59	100	-41	
L0788 Prepare papers, such as point, position, review, or talking papers	59	100	-41	
B0177 Review military documents, such as Department of Defense (DOD), JCS, USAF, or North Atlantic Treaty Organization (NATO) documents, for impact on existing readiness programs	30	70	-40	
L0771 Initiate messages, other than classified messages	30	70	-40	
B0182 Review ORDs	11	50	-39	
J0690 Write inspection reports	31	70	-39	

TABLE 17
REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 3E900
PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=2)
L0792 Research information in publications	100
B0062 Coordinate contingency training or temporary duties (TDYs) with appropriate agencies	100
J0689 Schedule personnel for TDY assignments, leaves, or passes	100
J0674 Evaluate inspection report findings or inspection procedures	100
L0788 Prepare papers, such as point, position, review, or talking papers	100
B0104 Evaluate adequacy of alert warning notification systems	100
B0078 Coordinate mobility or contingency requirements with appropriate agencies	100
L0772 Initiate requests for TDY orders	100
J0671 Draft supplements or changes to directives, such as policy directives, instructions, or manuals	100
C0248 Monitor status of aircraft, runways, or taxiways contamination control procedures during postattack responses	100
B0189 Review unit DP checklists	100
B0180 Review OPLAN 32-1	100
J0691 Write job or position descriptions	100
L0762 Coordinate MAJCOM supplements to publications with MAJCOM agencies	100
C0207 Coordinate attack response exercise scenarios with appropriate agencies	50
C0263 Prepare attack response exercise scenarios	50
J0690 Write inspection reports	50
L0791 Process TDY orders	50
C0244 Monitor contamination control activities of personnel during postattack responses	50
D0304 Coordinate major accident response exercise scenarios with appropriate agencies	50

TABLE 18
REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 3E951
PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=56)
F0443 Inspect or maintain MCU-2A/P protective masks	86
F0439 Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9	80
C0226 Don chemical warfare personal protective equipment during attack responses	79
F0434 Inspect or maintain M-256A1 training kits	79
C0276 Recommend use of MOPPs	75
C0241 Manually construct NBC simplified plots	73
F0500 Operationally check MCU-2A/P protective masks	70
C0234 Identify chemical or biological agents with detection kits or equipment during attack responses	70
F0436 Inspect or maintain M-291 skin decontamination kits	70
C0242 Mark NBC contaminated areas	68
C0261 Position automatic chemical or biological detectors during pre-attack responses	68
F0413 Inspect or maintain global positioning system (GPS) equipment	68
C0240 Manually construct NBC detailed plots	66
F0445 Inspect or maintain NBC contamination marking kits	66
C0277 Record NBC contamination reports from monitors during postattack responses	66
F0446 Inspect or maintain NBC defense protective overgarments	64
F0435 Inspect or maintain M-258A1 skin decontamination kits	64
C0239 Interpret NBC reports	64
C0255 Perform mission oriented protective postures (MOPP) analyses	64
C0264 Prepare NBC reports during pre- or postattack responses	63
I0593 Fire weapons, such as M-16 rifles	63
C0254 Perform first-aid or self-aid measures during postattack responses	63
K0719 Conduct mask confidence training	61

AVERAGE TASKS PERFORMED - 143

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 3E971 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=99)
F0443 Inspect or maintain MCU-2A/P protective masks	78
C0276 Recommend use of MOPPs	76
C0226 Don chemical warfare personal protective equipment during attack responses	75
F0439 Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9	73
F0500 Operationally check MCU-2A/P protective masks	72
F0434 Inspect or maintain M-256A1 training kits	71
C0255 Perform mission oriented protective postures (MOPP) analyses	70
K0713 Conduct groundcrew individual protective equipment training	69
K0719 Conduct mask confidence training	69
F0445 Inspect or maintain NBC contamination marking kits	67
C0241 Manually construct NBC simplified plots	66
C0242 Mark NBC contaminated areas	66
C0254 Perform first-aid or self-aid measures during postattack responses	66
C0234 Identify chemical or biological agents with detection kits or equipment during attack responses	65
C0277 Record NBC contamination reports from monitors during postattack responses	65
C0264 Prepare NBC reports during pre- or postattack responses	65
C0261 Position automatic chemical or biological detectors during pre-attack responses	65
F0409 Inspect or maintain field gear, such as helmets, web belts, or canteens	64
C0239 Interpret NBC reports	64
F0446 Inspect or maintain NBC defense protective overgarments	63
K0717 Conduct in-house training, such as on-the-job training (OJT)	63
K0751 Personalize lesson plans	62
F0395 Inspect or maintain CCA equipment	62
I0593 Fire weapons, such as M-16 rifles	61

AVERAGE TASKS PERFORMED - 172

TABLE 20

TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSC 3E951 AND 3E971 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG DAFSC 3E951 (N=56)	ANG DAFSC 3E971 (N=99)	DIFFERENCE
F0486	Operational check M-8A1 automatic chemical agent vapor detectors	43	19
A0017	Navigate by vehicle using maps and compasses	59	39
A0015	Navigate by foot using maps and compasses	59	41
F0473	Operationally check CDV-750 MOD 5 or 6 dosimeter chargers	61	44
D0328	Perform site grid surveys during major accident responses	30	17
C0271	Procure decontaminants	30	17
D0327	Perform radial surveys	32	19
J0663	Determine or establish work assignments or priorities	11	41
K0756	Schedule instructors to provide DP training	13	41
J0668	Develop or establish work schedules	11	36
J0678	Evaluate personnel for promotion, demotion, reclassification, or special awards	4	29
B0103	Direct monitoring team actions	21	45
C0233	Evaluate attack response exercises	18	40
J0695	Write recommendations for awards or decorations	5	28
J0662	Counsel subordinates concerning personal matters	9	31
			-22

TABLE 21

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 3E991 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=33)
B0029 Advise exercise evaluation team (EET) chief on DP requirements	97
B0180 Review OPLAN 32-1	91
A0005 Develop disaster preparedness (DP) information program materials	91
C0276 Recommend use of MOPPs	91
B0189 Review unit DP checklists	88
B0171 Review inputs to OPLAN 32-1	88
F0443 Inspect or maintain MCU-2A/P protective masks	88
C0226 Don chemical warfare personal protective equipment during attack responses	88
B0032 Analyze readiness portion of mobility exercise or deployment after-action reports	88
C0197 Analyze findings of NBC detection teams during postattack responses	88
C0233 Evaluate attack response exercises	88
C0235 Identify probable CCA locations during pre-attack responses	88
K0722 Conduct NBC defense training	85
A0011 Maintain supporting documents for OPLAN 32-1, such as support unit documents	85
B0033 Assist in evaluating air base operability (ABO) capabilities during exercises	85
K0756 Schedule instructors to provide DP training	85
D0288 Assist on-scene commanders (OSCs) during major accident responses	85
C0278 Review attack response exercise scenarios	85
C0274 Recommend activation of alert warning notification systems during pre-, trans-, or postattack responses	85
C0221 Direct posting of information, such as on status boards, during attack responses	85
C0214 Determine contamination control procedures during pre-, trans-, or postattack responses	85
K0722 Conduct NBC defense training	85

AVERAGE TASKS PERFORMED - 189

TABLE 22

TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSC 3E971 AND 3E991 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG DAFSC 3E971 (N=99)	ANG DAFSC 3E991 (N=33)	DIFFERENCE
C0246 Monitor shelter stocking operations for pre- or postattack responses	25	45	-20
F0414 Inspect or maintain ground burst simulators (GBSs)	13	33	-20
E0372 Prepare inputs to OPREPs during natural disasters	10	30	-20
K0745 Evaluate CerTest deficiencies	13	33	-20
B0093 Coordinate shelter stocking plans with appropriate agencies	10	30	-20
K0707 Conduct CCT	25	45	-20
J0656 Assign sponsors for newly assigned personnel	7	27	-20
J0684 Investigate safety accidents or incidents	7	27	-20
B0029 Advise exercise evaluation team (EET) chief on DP requirements	38	97	-59
B0032 Analyze readiness portion of mobility exercise or deployment after-action reports	30	88	-58
B0153 Prepare OPLAN 32-1	21	79	-58
A0002 Coordinate briefings with Base Civil Engineer (BCE)	21	79	-58
B0152 Prepare nuclear accident response capability report listings (NARCRRLs)	11	67	-56
B0171 Review inputs to OPLAN 32-1	33	88	-55
B0184 Review recall rosters	27	82	-55
L0772 Initiate requests for TDY orders	17	70	-53

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 3E951 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=16)
F0409 Inspect or maintain field gear, such as helmets, web belts, or canteens	63
C0226 Don chemical warfare personal protective equipment during attack responses	63
A0005 Develop disaster preparedness (DP) information program materials	56
I0593 Fire weapons, such as M-16 rifles	56
A0014 Navigate by foot using global positioning systems (GPSs)	56
A0001 Analyze computer output products	50
F0500 Operationally check MCU-2A/P protective masks	50
A0016 Navigate by vehicle using GPSs	50
F0434 Inspect or maintain M-256A1 training kits	50
C0276 Recommend use of MOPPs	50
B0035 Brief CE personnel on base DP program	44
F0413 Inspect or maintain global positioning system (GPS) equipment	44
C0254 Perform first-aid or self-aid measures during postattack responses	44
C0241 Manually construct NBC simplified plots	44
A0015 Navigate by foot using maps and compasses	44
C0261 Position automatic chemical or biological detectors during pre-attack responses	44
F0443 Inspect or maintain MCU-2A/P protective masks	44
B0189 Review unit DP checklists	44
I0632 Perform personal hygiene under field conditions	38
K0713 Conduct groundcrew individual protective equipment training	38
F0411 Inspect or maintain first-aid equipment	38
A0017 Navigate by vehicle using maps and compasses	38
F0478 Operationally check dosimeters, such as IM-143 or CDV-742 dosimeters	38
F0399 Inspect or maintain chemical agent monitors (CAMS)	38
F0469 Operationally check CAMs	38
K0733 Construct CCA training mockups	31
K0719 Conduct mask confidence training	31
K0739 Determine training requirements	31

AVERAGE TASKS PERFORMED - 83

TABLE 24
REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 3E971 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=39)
K0710 Conduct DP unit representative training	82
K0713 Conduct groundcrew individual protective equipment training	77
F0443 Inspect or maintain MCU-2A/P protective masks	77
C0226 Don chemical warfare personal protective equipment during attack responses	77
C0276 Recommend use of MOPPs	74
A0024 Prepare SAV reports	74
F0434 Inspect or maintain M-256A1 training kits	74
K0722 Conduct NBC defense training	72
K0751 Personalize lesson plans	72
K0719 Conduct mask confidence training	72
B0035 Brief CE personnel on base DP program	72
A0005 Develop disaster preparedness (DP) information program materials	72
C0264 Prepare NBC reports during pre- or postattack responses	72
F0445 Inspect or maintain NBC contamination marking kits	72
C0255 Perform mission oriented protective postures (MOPP) analyses	72
C0234 Identify chemical or biological agents with detection kits or equipment during attack responses	72
J0657 Conduct SAVs or audits	69
F0439 Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9	69
C0258 Perform unexploded ordnance (UXO) reconnaissance	69
C0242 Mark NBC contaminated areas	69
K0706 Conduct CCD training	67
C0227 Employ CCD equipment, such as netting or decoys	67
B0037 Brief specialized team member monitors on required protective equipment and procedures	67
C0241 Manually construct NBC simplified plots	67
B0029 Advise exercise evaluation team (EET) chief on DP requirements	67
C0235 Identify probable CCA locations during pre-attack responses	67
C0257 Perform surveys to detect or monitor areas of NBC contamination	67

AVERAGE TASKS PERFORMED - 204

TABLE 25

TASKS WHICH BEST DIFFERENTIATE BETWEEN AFRC DAFSC 3E951 AND 3E971 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC		AFRC		DIFFERENCE
	DAFSC 3E951 (N=16)	DAFSC 3E951 (N=39)	DAFSC 3E971 (N=39)	DAFSC 3E971 (N=39)	
F0437 Inspect or maintain M-295 equipment decontamination kits	31	51	51	51	-20
F0396 Inspect or maintain CCD equipment	31	51	51	51	-20
C0282 Verify operational status of automatic chemical or biological detectors during post-attack responses	31	51	51	51	-20
F0425 Inspect or maintain M-17A2 protective masks	*	*	*	21	-21
C0269 Prepare or submit inputs to SITREPs during pre-, trans-, or postattack responses	*	*	*	21	-21
M0839 Prepare letters of funds availability	*	*	*	21	-21
J0656 Assign sponsors for newly assigned personnel	*	*	*	21	-21
E0364 Inspect protective shelter operations during natural disaster responses	*	*	*	21	-21
K0721 Conduct NBC cell training	6	64	64	64	-58
B0029 Advise exercise evaluation team (IEET) chief on DP requirements	13	67	67	67	-54
K0751 Personalize lesson plans	19	72	72	72	-53
A0011 Maintain supporting documents for OPLAN 32-1, such as support unit documents	13	64	64	64	-52
K0710 Conduct DP unit representative training	31	82	82	82	-51
B0181 Review or maintain CE readiness DP annexes for base war support plans or OPLANS	*	*	51	51	-51
L0792 Research information in publications	6	56	56	56	-50
A0024 Prepare SAV reports	25	74	74	74	-49

TABLE 26
REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 3E991 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=21)
C0226 Don chemical warfare personal protective equipment during attack responses	86
K0717 Conduct in-house training, such as on-the-job training (OJT)	86
K0748 Evaluate progress of trainees	81
C0255 Perform mission oriented protective postures (MOPP) analyses	81
F0443 Inspect or maintain MCU-2A/P protective masks	81
K0713 Conduct groundcrew individual protective equipment training	76
K0719 Conduct mask confidence training	76
C0276 Recommend use of MOPPs	76
I0593 Fire weapons, such as M-16 rifles	76
C0221 Direct posting of information, such as on status boards, during attack responses	76
B0189 Review unit DP checklists	76
J0694 Write or endorse military performance reports	76
J0683 Interpret policies, directives, or procedures for subordinates	76
C0241 Manually construct NBC simplified plots	71
C0239 Interpret NBC reports	71
C0242 Mark NBC contaminated areas	71
K0739 Determine training requirements	71
C0220 Direct plotting of graphics presentations, such as on status boards, during attack responses	71
C0254 Perform first-aid or self-aid measures during postattack responses	71
J0678 Evaluate personnel for promotion, demotion, reclassification, or special awards	71
C0235 Identify probable CCA locations during pre-attack responses	71
K0701 Conduct base populace DP orientation training	71
J0682 Inspect personnel for compliance with military standards	71
C0227 Employ CCD equipment, such as netting or decoys	71
J0695 Write recommendations for awards or decorations	71
B0035 Brief CE personnel on base DP program	71
A0011 Maintain supporting documents for OPLAN 32-1, such as support unit documents	71

AVERAGE TASKS PERFORMED - 189

TABLE 27

TASKS WHICH BEST DIFFERENTIATE BETWEEN AFRC DAFSC 3E971 AND 3E991 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC DAFSC 3E971 (N=39)	AFRC DAFSC 3E991 (N=21)	AFRC DAFSC 3E991 (N=21)		DIFFERENCE
			33	31	
A0011	Maintain supporting documents for OPLAN 32-1, such as support unit documents	64	33	31	
C0207	Coordinate attack response exercise scenarios with appropriate agencies	59	29	30	
M0806	Forecast CE munitions	41	14	27	
C0200	Assemble shelter management kits for pre-attack responses	41	14	27	
B0091	Coordinate requests for radioactive material (RAM) permits with appropriate agencies	41	14	27	
M0827	Maintain serial numbered listings	31	5	26	
J0826	Maintain property custodian authorization/custody receipt listings (CA/CRLs)	44	19	25	
M0805	Evaluate serviceability of equipment, tools, or supplies	44	19	25	
B0138	Prepare checklists for nonnuclear major accident	38	14	24	
J0694	Write or endorse military performance reports	38	76	-38	
J0696	Write replies to inspection reports, other than WRM discrepancy reports	26	62	-36	
J0683	Interpret policies, directives, or procedures for subordinates	41	76	-35	
J0678	Evaluate personnel for promotion, demotion, reclassification, or special awards	38	71	-33	
I0617	Perform camouflage procedures	26	57	-32	
J0673	Establish performance standards for subordinates	36	67	-31	

ANALYSIS OF MAJOR COMMANDS

Tasks and background data for the 10 MAJCOMs or field operating agencies with the larger AFSC 3E9X1 populations were compared to determine whether job content varied as a function of command assignment (see Table 28). Generally, all MAJCOMS showed high relative job time spent in performing training activities and planning or managing readiness activities.

A difference was noted in the amount of relative job time spent in duties between AD, ANG and AFRC. AD personnel report spending more relative job time in planning or managing readiness activities and maintaining major accident response capabilities. The ANG and the AFRC spend more job time maintaining pre-, trans-, and postattack response capabilities than their AD counterparts. The ANG spends less job time performing general management and supervisory activities than the other two components.

TABLE 28

PERCENTAGE OF TIME SPENT ON DUTIES BY MAJCOM GROUPS

	USAFE (N=33)	AETC (N=49)	PACAF (N=53)	AFSOC (N=7)	ACC (N=60)	AMC (N=57)	AFMC (N=34)	AFSPC (N=22)	ANG (N=191)	AFRC (N=77)
A PERFORMING GENERAL READINESS ACTIVITIES	7	6	5	4	4	5	6	4	5	6
B PLANNING OR MANAGING READINESS ACTIVITIES	22	16	20	24	17	15	21	21	13	14
C MAINTAINING PRE-, TRANS-, AND POSTATTACK RESPONSE CAPABILITIES FOR OR DURING ACTUAL ATTACKS OR EXERCISES	9	8	15	15	12	14	7	8	20	22
D MAINTAINING MAJOR ACCIDENT RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	6	7	5	9	7	6	11	8	5	3
E MAINTAINING NATURAL DISASTER RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	2	4	2	8	3	3	5	4	2	1
F MAINTAINING READINESS EQUIPMENT	14	17	18	9	18	17	17	13	21	16
G PERFORMING WAR RESERVE MATERIEL (WRM) ACTIVITIES	1	1	3	*	*	1	*	2	*	*
H PERFORMING ENVIRONMENTAL OR SAFETY ACTIVITIES	1	1	1	*	1	1	1	1	1	1
I PERFORMING GENERAL MOBILITY AND CONTINGENCY ACTIVITIES	6	6	4	5	6	6	3	6	6	6
J PERFORMING GENERAL MANAGEMENT AND SUPERVISORY ACTIVITIES	5	7	6	7	6	5	5	7	4	8
K PERFORMING TRAINING ACTIVITIES	18	19	11	11	14	15	15	13	15	16
L PERFORMING GENERAL ADMINISTRATIVE OR TECHNICAL ORDER ACTIVITIES	4	3	4	4	5	4	4	4	3	4
M PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	6	6	6	4	7	7	6	8	3	3

* Denotes less than 1 percent

TRAINING ANALYSIS

One of the many sources of information that can be used to assist in the development of a training program relevant to the needs of personnel in their first assignment is the OSR. Factors which may be used in evaluating training include: the overall description of the job being performed by first-job or first assignment personnel and their overall distribution across career ladder jobs, percentages of first-job (1-24 months TICF) or first-assignment (1-48 months TICF) members performing specific tasks or using certain equipment or tools, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

To assist specifically in evaluation of the STS, a SME from HQAFCESA matched JI tasks to appropriate sections and subsections of the Readiness STS. It was this matching upon which comparison to those documents was based. A complete computer listing displaying the percent members performing tasks, TE and TD ratings for each task, along with the STS matching, has been forwarded to the technical school for their use in further detailed reviews of appropriate training documents. A summary of this information is presented below.

First-Assignment Personnel (Active Duty)

In the AFSC 3E9X1 sample, there are 164 members in their first assignment (1-48 months TICF), representing 27 percent of the survey sample. These airmen work in all of the AD jobs identified. As displayed in Table 29, approximately 76 percent of their job time is devoted to performing technical tasks of the specialty. Airmen within their first assignment report spending 37 percent of their job time maintaining readiness equipment and planning or managing readiness activities. They report an additional 14 percent of job time spent performing training activities. Additional background data reflects that these airmen teach Category I and II training (76 and 36 percent, respectively).

First assignment personnel perform a variety of different tasks. Common tasks performed by these airmen are generic tasks to the Readiness career ladder such as inspecting or maintaining MCU-2A/P protective masks (72 percent), and firing weapons such as M-16 rifles (70 percent). Table 30 displays some of the representative tasks performed by members in their first assignment, and by virtue of the relatively low percentages performing any given task, reflects the somewhat diverse nature of the career ladder.

Table 31 displays materials and equipment used by 30 percent or more of individuals within their first job and first assignment. This table displays such items as anticontamination suit, first-aid equipment, emergency power generator, and Global Positioning System (GPS) equipment.

One of the objectives of this survey was to gather data for the Training Wing pertaining to a small group of airmen allowed to enter the specialty directly from tech school. Table 32 displays relative percent time spent on duties by these AD first-enlistment (1-48 months TAFMS) personnel. With the exception of 8 percent less time spent by first-enlistment personnel in planning and managing readiness activities, there is little difference in time spent across duty areas by first-assignment and first-enlistment groups. Table 33 displays

representative tasks performed by first-enlistment airmen. Table 34 displays the best differentiating tasks between airmen in their first assignment and airmen in their first enlistment. Note, consideration should be given to the big difference in-group size.

DISTRIBUTION OF 3E9X1 FIRST-ASSIGNMENT PERSONNEL ACROSS SPECIALTY JOBS (N = 164)

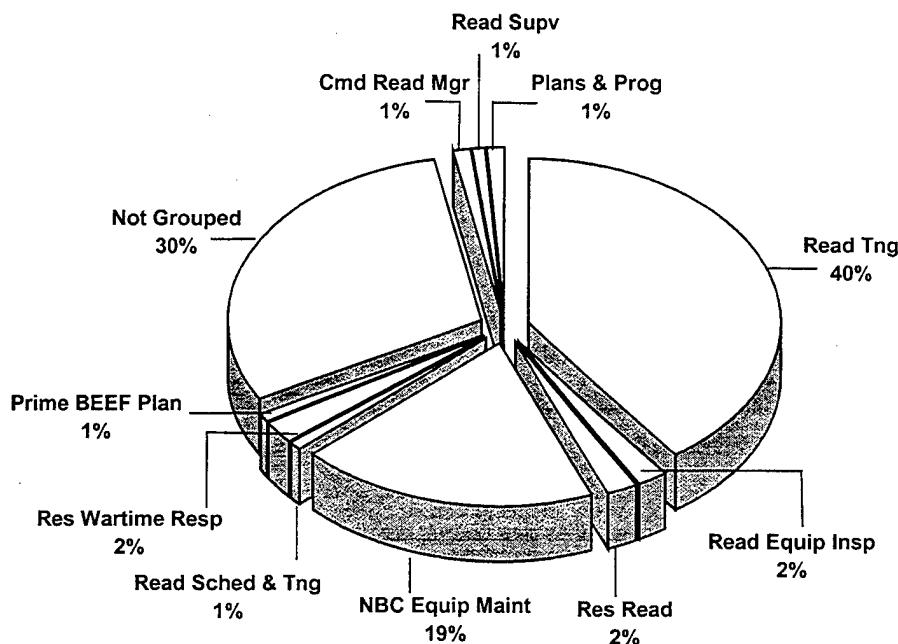


FIGURE 2

TABLE 29

**RELATIVE PECENT TIME SPENT ON DUTIES BY AD
FIRST-ASSIGNMENT PERSONNEL**

DUTIES	PERCENT TIME SPENT (N=164)
A PERFORMING GENERAL READINESS ACTIVITIES	5
B PLANNING OR MANAGING READINESS ACTIVITIES	17
C MAINTAINING PRE-, TRANS-, AND POSTATTACK RESPONSE CAPABILITIES FOR OR DURING ACTUAL ATTACKS OR EXERCISES	12
D MAINTAINING MAJOR ACCIDENT RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	7
E MAINTAINING NATURAL DISASTER RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	3
F MAINTAINING READINESS EQUIPMENT	20
G PERFORMING WAR RESERVE MATERIEL (WRM) ACTIVITIES	1
H PERFORMING ENVIRONMENTAL OR SAFETY ACTIVITIES	1
I PERFORMING GENERAL MOBILITY AND CONTINGENCY ACTIVITIES	6
J PERFORMING GENERAL MANAGEMENT AND SUPERVISORY ACTIVITIES	4
K PERFORMING TRAINING ACTIVITIES	14
L PERFORMING GENERAL ADMINISTRATIVE OR TECHNICAL ORDER (TO) ACTIVITIES	3
M PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	7

TABLE 30
REPRESENTATIVE TASKS PERFORMED BY AD
FIRST-ASSIGNMENT PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=164)
F0443 Inspect or maintain MCU-2A/P protective masks	72
I0593 Fire weapons, such as M-16 rifles	70
K0713 Conduct groundcrew individual protective equipment training	69
F0500 Operationally check MCU-2A/P protective masks	69
C0241 Manually construct NBC simplified plots	66
K0719 Conduct mask confidence training	65
K0702 Conduct Category I training	65
F0499 Operationally check MCP trucks, RVs, vans, or trailers	65
D0284 Activate mobile command posts (MCPs) for major accident responses	65
F0409 Inspect or maintain field gear, such as helmets, web belts, or canteens	64
C0226 Don chemical warfare personal protective equipment during attack responses	64
K0717 Conduct in-house training, such as on-the-job training (OJT)	64
C0276 Recommend use of MOPPs	63
F0442 Inspect or maintain MCP trucks, recreational vehicles (RVs), vans, or trailers	62
I0652 Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	62
B0034 Brief CE personnel on Prime Base Engineer Emergency Force (BEEF) program	60
K0722 Conduct NBC defense training	60
K0751 Personalize lesson plans	60
F0387 Inspect or maintain audiovisual equipment	59
F0439 Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9	59
D0319 Maintain event logs during major accident responses	58
F0436 Inspect or maintain M-291 skin decontamination kits	58
F0413 Inspect or maintain global positioning system (GPS) equipment	57
C0255 Perform mission oriented protective postures (MOPP) analyses	56

TABLE 31

MATERIALS AND EQUIPMENT USED BY 30 PERCENT OR MORE OF AD 3E9X1
FIRST-JOB OR FIRST-ASSIGNMENT PERSONNEL

SELECTED EQUIPMENT USED	PERCENT MEMBERS PERFORMING	
	1ST JOB (N=82)	1ST ASSGN (N=164)
Chemical Agent Detector Paper, M-8/M-9	89	89
Battle Dress Overgarment	88	86
Calculator	87	85
Decontamination kit, Skin, M-291	80	84
Map or Chart	84	83
Audiovisual Equipment	84	82
Individual Equipment Issue, Gloves/Boots	85	80
Cellular Phone	85	79
Global Positioning System (GPS) Equipment	79	75
Chemical Detection Kits, M-256A1	73	73
Binocular	71	69
Camouflage, Concealment, Deception Equip	73	68
Decontamination kit, Skin, M-258A1	66	65
Cargo Net	70	64
Compass	66	64
First-Aid Equipment	61	60
Chemical Agent Monitor (CAM)	55	59
Decontamination kit, Individual Equipment, M295	61	59
Consolidated Tool Kit	54	51
Emergency Power Generator	55	50
Dosimeter Charger, CDV-750 MOD5	52	49
Anticontamination Suit	54	48
Dosimeter, IM-143	44	45
Intrabase Pager	44	45
Blister/Nerve Agent Test Source/Simulant	38	41
Decontamination Apparatus, Lt Wght M-17	38	41
Auto Liquid Agent Detector (ALAD)	34	39
Auto Chemical Agent Vapor Detector, M-8A1	29	38
Cypher Lock	30	34
Ground Burst Simulator	33	34
Chemical Agent Simulant	32	32
Dosimeter Charger, CDV-750 MOD6	30	30

TABLE 32

RELATIVE PERCENT TIME SPENT ON DUTIES BY AD
FIRST-ENLISTMENT PERSONNEL

DUTIES	PERCENT TIME SPENT (N=19)
A PERFORMING GENERAL READINESS ACTIVITIES	3
B PLANNING OR MANAGING READINESS ACTIVITIES	9
C MAINTAINING PRE-, TRANS-, AND POSTATTACK RESPONSE CAPABILITIES FOR OR DURING ACTUAL ATTACKS OR EXERCISES	12
D MAINTAINING MAJOR ACCIDENT RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	8
E MAINTAINING NATURAL DISASTER RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	2
F MAINTAINING READINESS EQUIPMENT	26
G PERFORMING WAR RESERVE MATERIEL (WRM) ACTIVITIES	*
H PERFORMING ENVIRONMENTAL OR SAFETY ACTIVITIES	1
I PERFORMING GENERAL MOBILITY AND CONTINGENCY ACTIVITIES	7
J PERFORMING GENERAL MANAGEMENT AND SUPERVISORY ACTIVITIES	1
K PERFORMING TRAINING ACTIVITIES	17
L PERFORMING GENERAL ADMINISTRATIVE OR TECHNICAL ORDER (TO) ACTIVITIES	4
M PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	9

* INDICATES LESS THAN 1 PERCENT

TABLE 33
REPRESENTATIVE TASKS PERFORMED BY AD 3E9X1
FIRST-ENLISTMENT PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=19)
F0442	Inspect or maintain MCP trucks, recreational vehicles (RVs), vans, or trailers	89
K0719	Conduct mask confidence training	79
K0713	Conduct groundcrew individual protective equipment training	74
F0409	Inspect or maintain field gear, such as helmets, web belts, or canteens	74
I0590	Erect tents, such as general purpose (GP), medium, or temper tents	74
I0593	Fire weapons, such as M-16 rifles	74
C0241	Manually construct NBC simplified plots	74
F0392	Inspect or maintain battery chargers	74
D0284	Activate mobile command posts (MCPs) for major accident responses	68
D0319	Maintain event logs during major accident responses	68
C0226	Don chemical warfare personal protective equipment during attack responses	68
F0443	Inspect or maintain MCU-2A/P protective masks	68
C0240	Manually construct NBC detailed plots	68
F0499	Operationally check MCP trucks, RVs, vans, or trailers	68
F0387	Inspect or maintain audiovisual equipment	68
K0702	Conduct Category I training	63
F0439	Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9	63
K0717	Conduct in-house training, such as on-the-job training (OJT)	63
F0436	Inspect or maintain M-291 skin decontamination kits	63
C0258	Perform unexploded ordnance (UXO) reconnaissance	63
F0434	Inspect or maintain M-256A1 training kits	63
F0393	Inspect or maintain binoculars	63
C0255	Perform mission oriented protective postures (MOPP) analyses	58
K0703	Conduct Category II training	58

TABLE 34

TASKS WHICH BEST DIFFERENTIATE BETWEEN AD
1-48 MOS TICF AND 1-48 MOS TAFMS

TASKS	AD			DIFFERENCE
	AD AFSC 3E9X1 1-48 MOS TICF (N=164)	AD AFSC 3E9X1 1-48 MOS TICF (N=19)	AD AFSC 3E9X1 1-48 MOS TAFMS (N=19)	
J0663 Determine or establish work assignments or priorities	36	5	5	31
J0659 Conduct supervisory performance feedback sessions	28	*	*	28
J0694 Write or endorse military performance reports	27	*	*	27
B0099 Coordinate training for Prime BEEF and recovery force personnel with appropriate agencies	32	5	5	26
J0662 Counsel subordinates concerning personal matters	26	*	*	26
J0695 Write recommendations for awards or decorations	26	*	*	26
J0683 Interpret policies, directives, or procedures for subordinates	26	*	*	26
F0442 Inspect or maintain MCP trucks, recreational vehicles	62	89	-28	
F0392 Inspect or maintain battery chargers	49	74	-24	
L0794 Review TO changes	30	53	-23	
F0497 Operationally check M-295 equipment decontamination kits	35	58	-23	
I0590 Erect tents, such as general purpose (GP), medium, or temper tents	53	74	-21	
L0781 Maintain TO publications	34	53	-19	
F0424 Inspect or maintain M-17 lightweight decontamination apparatus	29	47	-18	

TE and TD Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank ordering of those tasks in the JI considered important for first-assignment training (TE), along with a measure of the difficulty (TD) of the JI tasks.

A total of 145 tasks were rated high in TE, having a rating of over 4.73. Table 35 lists the tasks rated highest in TE. Included for each task are the percentage of first-job and first-assignment personnel performing and the TD rating. Tasks having a high TE rating deal with a variety of different tasks such as; identifying chemical or biological agents with detection kits or equipment during attack responses (7.46 TE rating), preparing NBC reports during pre- or postattack responses (7.19 TE rating), assisting on-scene commanders during major accident responses (6.58 TE rating), and activating mobile command posts (MCP) for major accident responses (6.31). The highest rated TE tasks deal with NBC tasks.

One hundred and thirty-four tasks had a high TD rating. These tasks like the higher rated TE tasks, were also associated to variety of applications such as: chair NBC defense working group meetings (8.20 TD rating), develop bare base plans ((7.83 TD rating), develop or establish installation-level ABO programs (7.45 TD rating), and prepare aircraft load plans (7.37 TD rating). These tasks are listed in Table 36.

When combined with data on the percentages of first-assignment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

Various lists of tasks, accompanied by TE and TD ratings, are contained in the TRAINING EXTRACT package and should be reviewed in detail by technical school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.)

TABLE 35

AFSC 3E9X1 TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

<u>TASK</u>		<u>PERCENT MEMBERS</u>				<u>TSK DIF**</u>
		<u>TNG EMP*</u>	<u>1-24 MOS TICF</u>	<u>1-48 TICF</u>	<u>PERFORMING TICF</u>	
C0234	Identify chemical or biological agents with detection kits or equipment during attack responses	7.46	45	46	46	5.00
C0264	Prepare NBC report during pre- or postattack responses	7.19	48	52	52	6.08
C0239	Interpret NBC reports	7.12	52	54	54	5.90
C0206	Collect sample of suspected chemical, biological, or unknown agents	7.04	23	20	20	5.24
C0241	Manually construct NBC simplified plots	7.00	62	66	66	6.04
C0261	Position automatic chemical or biological detectors during pre-attack responses	6.96	44	47	47	4.52
F0500	Operationally check MCU-2A/P protective masks	6.73	67	69	69	3.25
C0257	Perform surveys to detect or monitor areas of NBC contamination	6.65	37	38	38	5.28
F0443	Inspect or maintain MCU-2A/P protective masks	6.58	76	72	72	3.35
C0226	Don chemical warfare personal protective equipment during attack responses	6.58	63	64	64	2.35
C0244	Monitor contamination control activities of personnel during postattack responses	6.58	35	40	40	4.47
D0288	Assist on-scene commanders during major accident responses	6.58	56	51	51	6.09
H0535	Determine chemical persistencies	6.54	39	39	39	5.43

*TE MEAN = 3.13, S.D. = 1.60 (HIGH TE>4.73)

**TD MEAN = 5.00, S.D. = 1.00 (HIGH TE>6.00)

TABLE 36

AFSC 3E9X1 TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

<u>TASK</u>		1-24 TD	1-48 MOS	3- TICF	5- LVL	7- LVL	9- LVL	TE .69
B0038	Chair nuclear, biological, and chemical (NBC) defense working group meetings	8.20	2	9	2	5	0	
I0582	Develop bare base plans	7.83	4	7	0	6	17	20
B0102	Develop or establish installation-level ABO programs	7.45	1	5	0	6	15	30
I0584	Develop camp cantonment layouts	7.39	4	3	0	4	5	0
I0643	Prepare aircraft load plans	7.37	1	2	0	1	2	10
C0240	Manually construct NBC detailed plots	7.27	45	51	36	45	38	40
F0379	Assemble or disassemble M-20 transportable collective protection systems (TCDPs)	7.26	0	1	0	1	6	0
B0146	Prepare installation on HAZMAT emergency response plans or programs	7.18	11	10	9	12	19	30
I0583	Develop base denial plans	7.08	4	6	0	6	11	20
B0043	Coordinate ABO planning, programming, Or budgeting with appropriate agencies	7.07	2	8	9	7	16	30
B0075	Coordinate local emergency planning committee	6.97	7	10	0	14	20	10

*TE MEAN = 3.13, S.D. = 1.60 (HIGH TE>4.73)
**TD MEAN = 5.00, S.D. = 1.00 (HIGH TE>6.00)

Specialty Training Standard (STS)

A comprehensive review of STS 3E9X1, dated February 1999, compared STS items to survey data based on the previously mentioned match of tasks to STS elements. STS paragraphs containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Typically, STS elements matched to tasks which have sufficiently high TE and TD ratings and are performed by at least 20 percent of a criterion group (i.e., 1-48 months TICF, and 5- and 7-skill level groups), should be considered for inclusion in the STS. Likewise, elements matched to tasks with less than 20 percent performing in all of these groups should be considered for deletion from the STS.

Overall, the STS provides comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting most of the essential paragraphs or subparagraphs. Even though some elements did not have high percentages of personnel performing matched tasks, the fact the supporting tasks were a part of an identifiable job being performed in the career ladder supports the retention of the STS element involving those tasks.

A few elements of the STS were not supported by occupational survey data and do require a review by training personnel and SMEs. Tables 37 and 38 display selected examples of these elements with survey data related to tasks matched to them. Even though some tasks reflect high TE ratings and above average TD ratings, the low group member task performance figures raise questions as to whether retention in the STS is warranted. These STS elements should be carefully considered for elimination.

Tasks not matched to any entry of the STS are listed at the end of the STS computer listing. These were reviewed extensively to determine if there were any tasks concentrated around any particular functions or jobs. Several tasks statements were not referenced such as: direct contamination control; monitoring activities during major accident responses; recommended use of decontaminates; maintain supporting documents for OPLAN 32-1 (such as support unit documents), and direct marking of contaminated areas, equipment, or aircraft during major accident responses. Examples of these tasks are displayed in Table 39. Training personnel and SMEs should review these and other unreferenced tasks to determine STS inclusion.

TABLE 37
EXAMPLES OF 3E9X1 STS ELEMENTS NOT SUPPORTED BY SURVEY DATA
(LESS THAN 20 PERCENT MEMBERS PERFORMING)

AD			PERCENT MEMBERS PERFORMING					
			3-SKILL LVL	*	1ST PROF CODE	JOB (N=82)	1ST ASSGN (N=164)	DAFSC 3E931 (N=11)
13.2.4.1.	Develop inputs to recovery	2b						
	C0267 Prepare inputs to recovery reports			3.42	15	15	9	5.97
14.10.	Assist in damage assessment	2b						
	C0259 Perform or monitor base damage assessments during postattack responses			3.27	17	17	18	4.68
	I0625 Perform damage control activities, other than command and control activities			.00	4	4	0	5.22
15..5.4.1.	Manually posture teams (critical, non-critical), and CE substitution rules)	2b						
	I0576 Coordinate deployment of personnel with other MAJCOMS or joint service commands							
			1.42	15	7	0	5.96	

* TE MEAN = 3.13 S.D. = 1.60 (High TE >= 4.73)
** TD MEAN = 5.00 S.D. = 1.00 (High TD >= 6.00)

TABLE 38

EXAMPLES OF STS 3E9X1 COURSE ELEMENTS WHERE PROFICIENCY CODES DO NOT MATCH PMP

		PERCENT MEMBERS PERFORMING					
		3-SKILL LVL	*	1ST TNG EMP	1ST JOB (N=82)	DAFSC ASSGN (N=164)	* 3E931 (N=11)
STS ITEMS (with selected matched tasks)		CODE					
13.2.6.1. Nuclear HAZMAT Response- Types and characteristics of nuclear radiation	B						
F0472 Operationally check CCS equipment				5.35	24	26	36
							3.85
33.6. Maintain training equipment	A						
K0749 Inspect training materials or aids for operation or suitability				4.15	39	41	55
							4.57
34.15.1. Explosive Ordnance Reconnaissance- Potential ordnance	A						
C0258 Perform unexploded ordnance (UXO) reconnaissance				5.27	50	53	55
							4.13
34.15.2. Explosive Ordnance Reconnaissance- Marking procedures ordnance	A						
C0258 Perform unexploded ordnance (UXO) reconnaissance				5.27	50	53	55
							4.13
34.15.3. Explosive Ordnance Reconnaissance- Reporting procedures	A						
C0258 Perform unexploded ordnance (UXO) reconnaissance				5.27	50	53	55
							4.13

* TE MEAN = 3.13 S.D. = 1.60 (High TE >= 4.73)
** TD MEAN = 5.00 S.D. = 1.00 (High TD >= 6.00)

TABLE 39

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
AFSC 3E9X1 PERSONNEL AND NOT REFERENCED TO THE STS

<u>SELECTED TASKS</u>	<u>TE*</u>	<u>ATI</u>	<u>MOS</u> <u>TICF</u> <u>(N=82)</u>	<u>MOS</u> <u>TICF</u> <u>(N=164)</u>	<u>3-</u> <u>LVL</u> <u>(N=11)</u>	<u>5-</u> <u>LVL</u> <u>(N=188)</u>	<u>7-</u> <u>LVL</u> <u>(N=122)</u>	<u>TD**</u>
I620 Perform contamination control procedures for chemical or biological agents	6.19	12	39	37	64	33	39	4.34
C292 Provide technical assistance to specialized teams during contamination control activities	5.96	12	32	31	45	31	36	5.41
C229 Equip disaster preparedness support teams (DPSTs)	5.88	12	46	48	45	54	43	4.28
D312 Determine levels or radiological contamination	5.73	11	26	26	36	24	33	6.01
A15 Navigate by foot using maps and compasses	5.65	12	44	40	36	35	40	5.32
D330 Plot contingency or emergency locations on base maps	5.31	10	39	46	45	49	57	3.82
D315 Direct marking of contaminated areas, equipment, or aircraft during major accident responses	5.12	11	24	24	27	21	32	4.67
C275 Recommend use of decontaminants	5.04	12	30	32	9	28	38	4.92

66

* TE MEAN = 3.13, S.D. = 1.60 (HIGH TE>4.73)
**TD MEAN = 5.00, S.D. = 1.00 (HIGH TE>6.00)

JOB SATISFACTION ANALYSIS

Table 40 compares active duty first-assignment (1-48 months TICF), second-assignment (49-96 months TICF), and career (97+ months TICF) group data. Review of this data displays the responses from AFSC 3E9X1 TICF groups regarding job interest, use of talents, use of training, sense of accomplishment gained from work and reenlistment intentions. Overall, the majority of the AFSC 3E9X1 survey sample reflects a medium to low satisfaction rating. The lowest satisfaction rates of the three TICF groups were in the second assignment group (49-96 months TICF). This group had lower satisfaction rating in 3 of the 5 areas measured, "Perceived Utilization of Training", "Sense of accomplishment gained from work" and "Reenlistment Intentions". Overall, the 49-96 months TICF group has the lowest satisfaction level than the other groups, except in the area of "Expressed Job Interest". In this area this group rated 66 percent "Interesting" in comparison to 63 percent in the 1-48 TICF group, and 68 percent in the 97+ months TICF group.

An indication of how job satisfaction perceptions have changed over time is provided in Table 41, where again TICF data for 1996 survey respondents are presented, along with data from respondents in the current OSR. Reviewing this table, it is apparent for all TICF groups, that job interest has lowered, perception regarding use of talents and training has diminished, and a decrease in the sense of accomplishment gained from work and reenlistment intentions are also lower.

Table 42 presents job satisfaction responses from personnel in the specialty jobs discussed in the **SPECIALTY JOBS** section of this report. An examination of these data can show how overall the type of job performed may influence job satisfaction. Like the TICF satisfaction rating discussed earlier, this information also reflects a relatively medium to low satisfaction rating for the Readiness career ladder. In Table 42, the three job with the highest satisfaction rating were Command Readiness Manager Job (AD), Reserve Forces Readiness Job, and Reserve Forces Wartime Response Cluster. Readiness groups reflecting the lower satisfaction rating work in the Readiness Scheduler and Trainer Cluster (94 percent AD) and NBC Equipment Maintenance Job (100 percent AD).

Table 43 displays a comparison of job satisfaction indicators for the AD, ANG and AFRC. Job satisfaction indicators for the ANG and AFRC are close and reflect a high satisfaction rating. AD satisfaction indicators average 23 percent lower than the other two components.

Twenty-one percent of the survey sample used the write in "Other comments" feature to convey some type of information. Twenty percent of these comments were oriented around the length of the survey being too long or time consuming. Twenty percent were identified as airmen in the reserve forces, and of those comments only 5 would be identified as a complaint with no common trend. Another 9 percent of the comments added additional information with 2 positive comments.

The remaining 51 percent of the comments addressed issues such as excessive amount of time spent on CE and Prime BEEF functions, not enough time and/or emphasis on Disaster

Preparedness and/or NBCC functions, disproportionate additional duties, and lack of time for in-house training. The following are examples of the write in comments received:

- "Three times the original mission with one third the original manning"
- "Training of 3E9X1 is suffering and portions of mission programs are not being performed"
- "So much time is spent doing CE and Prime BEEF functions we can not practice our wartime skills or even keep up on the latest developments in our field"
- "50-70 hour work weeks seem to be the standard for us and it is burning good people out to the point of separating from the service."

These comments along with lower satisfaction ratings from the previous OSR, low satisfaction rating in the core job cluster (Readiness Scheduler and Trainer Cluster) and lower reenlistment intentions suggest further investigation is necessary to address possible problems within the Readiness career ladder.

TABLE 40

CURRENT JOB SATISFACTION INDICATORS FOR AFSC 3E9X1 TICF GROUPS
 (PERCENT MEMBERS RESPONDING)

AD	1-48 MOS TICF 3E9X1 (N=164)	49-96 MOS TICF 3E9X1 (N=57)	97+ MOS TICF 3E9X1 (N=110)
EXPRESSED JOB INTEREST:			
INTERESTING	63	66	68
SO-SO	18	23	16
DULL	19	11	16
PERCEIVED UTILIZATION OF TALENTS:			
FAIRLY WELL TO PERFECTLY	75	75	80
LITTLE OR NOT AT ALL	25	25	20
PERCEIVED UTILIZATION OF TRAINING:			
FAIRLY WELL TO PERFECTLY	71	65	69
LITTLE OR NOT AT ALL	29	35	31
SENSE OF ACCOMPLISHMENT GAINED FROM WORK			
SATISFIED	59	53	56
NEUTRAL	10	7	6
DISSATISFIED	31	40	38
REENLISTMENT INTENTIONS:			
YES OR PROBABLY YES	65	60	49
NO OR PROBABLY NO	27	18	7
WILL RETIRE	8	22	44

TABLE 41

COMPARISON OF JOB SATISFACTION INDICATORS OF CURRENT STUDY TO PREVIOUS STUDY
(PERCENT MEMBERS RESPONDING)

AD

	1-48 MONTHS TICF		49-96 MONTHS TICF		97+ MONTHS TICF	
	1996 (N=94)	1999 (N=164)	1998 (N=10)	1999 (N=57)	1998 (N=61)	1999 (N=110)
EXRESSED JOB INTEREST:						
INTERESTING	79	63	71	67	69	69
SO-SO	7	18	20	22	20	16
DULL	14	19	9	11	11	15
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	76	75	76	75	83	80
LITTLE OR NOT AT ALL	24	25	24	25	17	20
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	86	71	79	65	79	69
LITTLE OR NOT AT ALL	14	29	21	35	21	31
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	66	59	59	53	58	56
NEUTRAL	6	9	17	7	12	6
DISSATISFIED	28	32	24	40	30	38
REENLISTMENT INTENTIONS:						
YES OR PROBABLY YES	72	65	80	60	57	44
NO OR PROBABLY NO	14	27	14	17	11	7
WILL RETIRE	14	8	6	23	32	49

TABLE 42

**COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)**

TOTAL SAMPLE

	Reserve Forces	Readiness	NBC	Equipment	Maintenance	Reserve Forces
	Wartime Response	Schedular and Trainer	Job	Job	Job	Readiness Job
	Cluster (N=21)	Cluster (N=33)	(N=44)	(N=44)	(N=71)	
EXPRESSED JOB INTEREST:						
INTERESTING	80	80	42	55	93	
SO-SO	0	10	24	25	4	
DULL	20	10	33	20	3	
PERCEIVED USE OF TALENTS:						
FAIRLY WELL TO PERFECTLY	80	95	61	70	94	
LITTLE OR NOT AT ALL	20	5	39	30	6	
PERCEIVED USE OF TRAINING:						
FAIRLY WELL TO PERFECTLY	40	95	48	48	94	
LITTLE TO NOT AT ALL	60	5	52	52	6	
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	80	86	39	41	80	
NEUTRAL	0	0	6	14	8	
DISSATISFIED	20	14	55	45	12	
REENLISTMENT INTENTIONS:						
YES OR PROBABLY YES	100	86	64	70	70	
NO OR PROBABLY NO	0	5	30	18	10	
WILL RETIRE	0	10	6	11	20	

TABLE 42 (CONTINUED)

**COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)**

		TOTAL SAMPLE					
Readiness	Equipment Inspector Job (N=9)	Readiness Training Cluster (N=243)	Readiness Supervisor Job (N=5)	Plans and Programs Job (N=6)	Command Readiness Manager Job (N=6)		
<u>EXRESSED JOB INTEREST:</u>							
INTERESTING	67	78	60	67	100		
SO-SO	22	13	20	33	0		
DULL	11	9	20	0	0		
<u>PERCEIVED USE OF TALENTS:</u>							
FAIRLY WELL TO PERFECTLY	89	85	100	100	100		
LITTLE OR NOT AT ALL	11	15	0	0	0		
<u>PERCEIVED USE OF TRAINING:</u>							
FAIRLY WELL TO PERFECTLY	78	84	80	100	100		
LITTLE TO NOT AT ALL	22	16	20	0	0		
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>							
SATISFIED	89	68	60	67	100		
NEUTRAL	0	6	0	0	0		
DISSATISFIED	11	26	40	33	0		
<u>REENLISTMENT INTENTIONS:</u>							
YES OR PROBABLY YES	67	61	40	83	33		
NO OR PROBABLY NO	22	13	0	0	0		
WILL RETIRE	11	26	60	17	67		

TABLE 43

COMPARISON OF JOB SATISFACTION INDICATORS BY AD, ANG, AND AFRC
 (PERCENT MEMBERS RESPONDING)

	AD (N=333)	ANG (N=191)	AFRC (N=775)
<u>EXPRESSED JOB INTEREST:</u>			
INTERESTING	66	90	88
SO-SO	18	7	9
DULL	16	3	3
<u>PERCEIVED USE OF TALENTS:</u>			
FAIRLY WELL TO PERFECTLY	77	95	94
LITTLE OR NOT AT ALL	23	5	6
<u>PERCEIVED USE OF TRAINING:</u>			
FAIRLY WELL TO PERFECTLY	70	94	94
LITTLE TO NOT AT ALL	30	6	6
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>			
SATISFIED	57	82	84
NEUTRAL	8	8	4
DISSATISFIED	35	10	12

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents.

The data for the Readiness (AFSC 3E9X1) career ladder reflects a variety of jobs performed by career ladder members as well as 25 percent of the survey sample performing only certain tasks and/or duties assigned to the specialty. The Readiness Training Cluster comprises 40 percent of the survey sample and is the core job of the specialty. Overall job progression for the AD and ANG sample is normal and shows a distinct pattern as one moves from the 3- to the 9-skill level. AFRC skill level progression reflects some diversions in progression.

Some MAJCOM differences were evident. These differences were evident in such areas as percentage of relative job time spent on duties and mission driven jobs. The job satisfaction analysis shows Readiness personnel reflecting a low to medium satisfaction rating. Guardsmen and reservists reported higher satisfaction ratings than their active duty counterparts. Since the November 96 OSR there has been a decline in some job satisfaction ratings and reenlistment intentions. Additionally, a large number of negative write-in comments were received.

The STS for AFSC 3E9X1 is generally supported by occupational survey data, yet some adjustments may be warranted as discussed in the individual career ladder section of this report. Training personnel, SMEs, and career ladder managers should review and evaluate potential areas cited in this report.

The information from this OSR comes directly from survey data collected from Readiness career ladder personnel worldwide. These data are readily available to training personnel, functional managers, and any interested parties having a need for such information. More detailed information is compiled and presented in training and analysis extracts. These extracts provide an excellent resource tool for managers in making decisions affecting their career fields.

APPENDIX A

**REPRESENTATIVE TASKS PERFORMED BY
MEMBERS OF CAREER LADDER JOBS**

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TABLE A1
PRIME BEEF PLANNER JOB
STAGE 140

TASKS	PERCENT MEMBERS PERFORMING (N=5)
A0017 Navigate by vehicle using maps and compasses	100
A0014 Navigate by foot using global positioning systems (GPSs)	100
A0016 Navigate by vehicle using GPSs	100
A0015 Navigate by foot using maps and compasses	100
B0035 Brief CE personnel on base DP program	80
A0010 Maintain disaster response grid maps	60
A0007 Identify airdrome signals	60
B0034 Brief CE personnel on Prime Base Engineer Emergency Force (BEEF) program	60
B0117 Maintain Prime BEEF management files	40
A0028 Schedule exercises, such as Phase I or Phase II exercises	40
A0011 Maintain supporting documents for OPLAN 32-1, such as support unit documents	40
A0019 Participate on unit deployment management (UDM) working groups	40
A0013 Monitor passive defense measures	40
B0037 Brief specialized team member monitors on required protective equipment and procedures	40
B0040 Collect intelligence data from reconnaissance teams or base populace	40
A0009 Maintain base recovery checklists	40
A0008 Interpret peacetime alert warning system messages	40
B0107 Identify personnel or equipment requirements for deployments or mobility operations	40
A0001 Analyze computer output products	40
B0116 Maintain Prime BEEF analyses or status report data	40
B0098 Coordinate toxic-free area requirements with appropriate agencies	20
C0276 Recommend use of MOPPs	20
C0275 Recommend use of decontaminants	20
B0059 Coordinate checklists for NBC attack response procedures with appropriate agencies	20

TABLE A2
RESERVE FORCES WARTIME RESPONSE CLUSTER
STAGE 51

TASKS	PERCENT MEMBERS PERFORMING (N=21)
C0240 Manually construct NBC detailed plots	86
C0241 Manually construct NBC simplified plots	81
C0226 Don chemical warfare personal protective equipment during attack responses	81
F0443 Inspect or maintain MCU-2A/P protective masks	71
C0261 Position automatic chemical or biological detectors during pre-attack responses	71
C0254 Perform first-aid or self-aid measures during postattack responses	71
C0276 Recommend use of MOPPs	67
C0234 Identify chemical or biological agents with detection kits or equipment during attack responses	67
F0434 Inspect or maintain M-256A1 training kits	67
F0500 Operationally check MCU-2A/P protective masks	62
C0242 Mark NBC contaminated areas	62
I0593 Fire weapons, such as M-16 rifles	62
F0439 Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9	62
C0239 Interpret NBC reports	57
F0436 Inspect or maintain M-291 skin decontamination kits	57
C0255 Perform mission oriented protective postures (MOPP) analyses	52
C0264 Prepare NBC reports during pre- or postattack responses	52
F0435 Inspect or maintain M-258A1 skin decontamination kits	52
I0652 Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	52
C0244 Monitor contamination control activities of personnel during postattack responses	48
K0751 Personalize lesson plans	43
C0277 Record NBC contamination reports from monitors during	43
F0510 Perform protective mask fit tests	33

TABLE A3
RESERVE FORCES NBC CELL JOB
STAGE 132

TASKS	PERCENT MEMBERS PERFORMING (N=5)
C0241 Manually construct NBC simplified plots	100
C0242 Mark NBC contaminated areas	100
C0239 Interpret NBC reports	100
C0240 Manually construct NBC detailed plots	100
C0226 Don chemical warfare personal protective equipment during attack responses	100
C0218 Direct contamination control area (CCA) activities during postattack responses	100
C0254 Perform first-aid or self-aid measures during postattack responses	100
C0276 Recommend use of MOPPs	80
C0243 Monitor contamination control activities of equipment during postattack responses	80
C0255 Perform mission oriented protective postures (MOPP) analyses	80
C0221 Direct posting of information, such as on status boards, during attack responses	80
C0220 Direct plotting of graphics presentations, such as on status boards, during attack responses	80
C0261 Position automatic chemical or biological detectors during pre-attack responses	80
C0229 Equip disaster preparedness support teams (DPSTs)	80
C0228 Equip contamination control teams (CCTs)	80
C0227 Employ CCD equipment, such as netting or decoys	80
C0260 Plot graphics presentations during attack responses	60
C0235 Identify probable CCA locations during pre-attack responses	60
C0234 Identify chemical or biological agents with detection kits or equipment during attack responses	60
C0277 Record NBC contamination reports from monitors during postattack responses	60
C0244 Monitor contamination control activities of personnel during postattack responses	60
C0197 Analyze findings of NBC detection teams during postattack responses	60
C0202 Assess radiological hazards	60

TABLE A4
ATTACK RESPONSE JOB
STAGE 116

TASKS	PERCENT MEMBERS PERFORMING (N=7)
C0226 Don chemical warfare personal protective equipment during attack responses	100
C0234 Identify chemical or biological agents with detection kits or equipment during attack responses	100
F0443 Inspect or maintain MCU-2A/P protective masks	100
I0593 Fire weapons, such as M-16 rifles	100
C0241 Manually construct NBC simplified plots	86
C0240 Manually construct NBC detailed plots	86
C0239 Interpret NBC reports	86
C0261 Position automatic chemical or biological detectors during pre-attack responses	86
I0652 Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	86
K0713 Conduct groundcrew individual protective equipment training	71
F0500 Operationally check MCU-2A/P protective masks	71
K0751 Personalize lesson plans	71
H0535 Determine chemical persistencies	71
F0409 Inspect or maintain field gear, such as helmets, web belts, or canteens	71
F0510 Perform protective mask fit tests	57
F0499 Operationally check MCP trucks, RVs, vans, or trailers	57
C0258 Perform unexploded ordnance (UXO) reconnaissance	57
C0242 Mark NBC contaminated areas	57
C0264 Prepare NBC reports during pre- or postattack responses	57
C0244 Monitor contamination control activities of personnel during postattack responses	57
C0255 Perform mission oriented protective postures (MOPP) analyses	57
K0705 Conduct CCA augmentee training	57
C0218 Direct contamination control area (CCA) activities during postattack responses	57
I0632 Perform personal hygiene under field conditions	57
C0257 Perform surveys to detect or monitor areas of NBC contamination	43

TABLE A5
RESERVE FORCES NBC EQUIPMENT MAINTENANCE JOB
STAGE 169

TASKS	PERCENT MEMBERS PERFORMING (N=5)
F0443 Inspect or maintain MCU-2A/P protective masks	100
F0500 Operationally check MCU-2A/P protective masks	100
F0445 Inspect or maintain NBC contamination marking kits	100
F0436 Inspect or maintain M-291 skin decontamination kits	100
F0434 Inspect or maintain M-256A1 training kits	100
I0652 Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	80
I0593 Fire weapons, such as M-16 rifles	80
F0446 Inspect or maintain NBC defense protective overgarments	80
F0437 Inspect or maintain M-295 equipment decontamination kits	80
C0226 Don chemical warfare personal protective equipment during attack responses	80
F0409 Inspect or maintain field gear, such as helmets, web belts, or canteens	80
F0439 Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9	80
C0261 Position automatic chemical or biological detectors during pre-attack responses	80
F0435 Inspect or maintain M-258A1 skin decontamination kits	80
F0433 Inspect or maintain M-256A1 manual chemical detector kits	80
A0014 Navigate by foot using global positioning systems (GPSs)	80
F0470 Operationally check CCA equipment	60
F0497 Operationally check M-295 equipment decontamination kits	60
F0490 Operationally check M-17A2 protective masks	60
F0478 Operationally check dosimeters, such as IM-143 or CDV-742 dosimeters	60
C0254 Perform first-aid or self-aid measures during	60

TABLE A6
READINESS SCHEDULER AND TRAINER CLUSTER
STAGE 56

TASKS	PERCENT MEMBERS PERFORMING (N=33)
K0702 Conduct Category I training	82
K0758 Track NBC defense training	76
K0713 Conduct groundcrew individual protective equipment training	76
K0703 Conduct Category II training	76
K0751 Personalize lesson plans	70
K0757 Track Category I, II, or III training	67
K0722 Conduct NBC defense training	67
K0719 Conduct mask confidence training	67
B0034 Brief CE personnel on Prime Base Engineer Emergency Force (BEEF) program	67
K0754 Schedule Category I, II, or III training	64
A0001 Analyze computer output products	64
K0701 Conduct base populace DP orientation training	64
K0759 Track specialized team training	61
K0739 Determine training requirements	61
K0717 Conduct in-house training, such as on-the-job training (OJT)	61
K0750 Maintain training records or files	58
B0035 Brief CE personnel on base DP program	55
K0735 Coordinate Category II training with appropriate agencies	55
K0734 Coordinate Category I training with appropriate agencies	55
K0711 Conduct DPST training	55
D0319 Maintain event logs during major accident responses	52
C0276 Recommend use of MOPPs	52
K0756 Schedule instructors to provide DP training	48
K0720 Conduct mobility training	48

TABLE A7
DISASTER PREPAREDNESS TRAINING/NCOIC JOB
STAGE 149

TASKS	PERCENT MEMBERS PERFORMING (N=5)
K0713 Conduct groundcrew individual protective equipment training	100
K0750 Maintain training records or files	100
K0719 Conduct mask confidence training	100
J0663 Determine or establish work assignments or priorities	100
J0694 Write or endorse military performance reports	100
J0682 Inspect personnel for compliance with military standards	100
J0662 Counsel subordinates concerning personal matters	100
K0721 Conduct NBC cell training	100
C0280 Supervise DPST operations during pre-, trans-, or postattack responses	100
C0276 Recommend use of MOPPs	100
K0722 Conduct NBC defense training	80
K0737 Coordinate DP training attendance with other agencies	80
A0005 Develop disaster preparedness (DP) information program materials	80
K0758 Track NBC defense training	80
K0756 Schedule instructors to provide DP training	80
J0659 Conduct supervisory performance feedback sessions	80
K0717 Conduct in-house training, such as on-the-job training (OJT)	80
J0683 Interpret policies, directives, or procedures for subordinates	80
K0739 Determine training requirements	80
J0678 Evaluate personnel for promotion, demotion, reclassification, or special awards	80
K0751 Personalize lesson plans	80
F0510 Perform protective mask fit tests	80
J0661 Conduct supervisory orientations for newly assigned personnel	80
J0695 Write recommendations for awards or decorations	80
C0226 Don chemical warfare personal protective equipment during attack responses	80

TABLE A8
PRIME BEEF TRAINING
STAGE 181

TASKS	PERCENT MEMBERS PERFORMING (N=9)
K0754 Schedule Category I, II, or III training	100
K0757 Track Category I, II, or III training	100
K0758 Track NBC defense training	100
K0702 Conduct Category I training	100
K0703 Conduct Category II training	100
B0034 Brief CE personnel on Prime Base Engineer Emergency Force (BEEF) program	100
K0759 Track specialized team training	100
K0722 Conduct NBC defense training	89
K0741 Develop training programs, plans, or procedures	89
K0751 Personalize lesson plans	89
K0713 Conduct groundcrew individual protective equipment training	89
K0734 Coordinate Category I training with appropriate agencies	89
K0743 Develop or procure training materials or aids	89
K0717 Conduct in-house training, such as on-the-job training (OJT)	89
K0701 Conduct base populace DP orientation training	89
K0750 Maintain training records or files	78
K0739 Determine training requirements	78
K0756 Schedule instructors to provide DP training	78
B0035 Brief CE personnel on base DP program	78
K0735 Coordinate Category II training with appropriate agencies	78
K0699 Brief personnel concerning training programs or matters	78
K0711 Conduct DPST training	78
K0760 Write training reports	67
K0737 Coordinate DP training attendance with other agencies	67
B0099 Coordinate training for Prime BEEF and recovery force personnel with appropriate agencies	56
K0748 Evaluate progress of trainees	56
K0723 Conduct NBCCC training, other than unit team training	44

TABLE A9
UNIT DEPLOYMENT MANAGER JOB
STAGE 144

TASKS	PERCENT MEMBERS PERFORMING (N=7)
K0757 Track Category I, II, or III training	100
B0107 Identify personnel or equipment requirements for deployments or mobility operations	100
K0702 Conduct Category I training	100
L0763 Coordinate TDY orders with appropriate agencies	100
K0735 Coordinate Category II training with appropriate agencies	100
K0736 Coordinate Category III training with appropriate agencies	100
B0106 Identify contingency shortfalls	100
K0754 Schedule Category I, II, or III training	86
K0720 Conduct mobility training	86
K0703 Conduct Category II training	86
M0843 Prepare SORTS reports or inputs to SORTS reports	86
I0597 Inspect packed or palletized mobility or contingency equipment prior to transport	86
K0734 Coordinate Category I training with appropriate agencies	86
B0105 Identify contingency LIMFACs	86
A0001 Analyze computer output products	86
B0117 Maintain Prime BEEF management files	71
D0285 Assemble response kits for major accident responses	71
K0758 Track NBC defense training	71
I0596 Inspect CE mobility bags or kits	71
F0458 Inventory Prime BEEF equipment	71
F0459 Inventory readiness mobility bags or kits	71
B0191 Schedule immunizations for readiness or contingency teams	71
M0811 Inventory CE mobility bags or kits	71
B0099 Coordinate training for Prime BEEF and recovery force personnel with appropriate agencies	57
I0560 Assign personnel to mobility or contingency positions	57
K0750 Maintain training records or files	57
M0797 Determine classification of readiness status of resources and training system (SORTS) reports	57

TABLE A10

NUCLEAR, BIOLOGICAL, AND CHEMICAL (NBC) EQUIPMENT MAINTENANCE JOB
STAGE 154

TASKS	PERCENT MEMBERS PERFORMING (N=44)
F0409 Inspect or maintain field gear, such as helmets, web belts, or canteens	95
F0465 Operationally check ADM-300A RADIAC multifunction survey meters	91
F0500 Operationally check MCU-2A/P protective masks	91
F0443 Inspect or maintain MCU-2A/P protective masks	91
F0413 Inspect or maintain global positioning system (GPS) equipment	91
F0458 Inventory Prime BEEF equipment	89
F0384 Inspect or maintain ADM-300A RADIAC multifunction survey meters	89
F0478 Operationally check dosimeters, such as IM-143 or CDV-742 dosimeters	89
F0439 Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9	89
F0436 Inspect or maintain M-291 skin decontamination kits	89
I0596 Inspect CE mobility bags or kits	86
K0713 Conduct groundcrew individual protective equipment training	86
F0499 Operationally check MCP trucks, RVs, vans, or trailers	86
F0404 Inspect or maintain dosimeters, such as IM-143 or CDV-742 dosimeters	86
F0445 Inspect or maintain NBC contamination marking kits	86
F0459 Inventory readiness mobility bags or kits	84
M0836 Pick up or deliver equipment, tools, or supplies	84
F0392 Inspect or maintain battery chargers	84
F0393 Inspect or maintain binoculars	84
F0434 Inspect or maintain M-256A1 training kits	84
M0811 Inventory CE mobility bags or kits	82
I0564 Build CE mobility bags or kits	80
M0805 Evaluate serviceability of equipment, tools, or supplies	80
M0826 Maintain property custodian authorization/custody receipt listings (CA/CRLs)	80
F0442 Inspect or maintain MCP trucks, recreational vehicles (RVs), vans, or trailers	80
F0460 Inventory weapons	80
I0593 Fire weapons, such as M-16 rifles	80

TABLE A11
RESERVE FORCES READINESS JOB
STAGE 156

TASKS	PERCENT MEMBERS PERFORMING (N=71)
F0443 Inspect or maintain MCU-2A/P protective masks	92
C0255 Perform mission oriented protective postures (MOPP) analyses	92
C0226 Don chemical warfare personal protective equipment during attack responses	90
C0241 Manually construct NBC simplified plots	90
C0276 Recommend use of MOPPs	90
F0439 Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9	90
C0242 Mark NBC contaminated areas	90
C0234 Identify chemical or biological agents with detection kits or equipment during attack responses	87
F0434 Inspect or maintain M-256A1 training kits	87
F0445 Inspect or maintain NBC contamination marking kits	87
C0264 Prepare NBC reports during pre- or postattack responses	85
C0239 Interpret NBC reports	85
C0277 Record NBC contamination reports from monitors during postattack responses	83
F0500 Operationally check MCU-2A/P protective masks	82
I0593 Fire weapons, such as M-16 rifles	82
C0258 Perform unexploded ordnance (UXO) reconnaissance	82
K0719 Conduct mask confidence training	80
C0227 Employ CCD equipment, such as netting or decoys	80
C0261 Position automatic chemical or biological detectors during pre-attack responses	79
C0254 Perform first-aid or self-aid measures during postattack responses	79
F0409 Inspect or maintain field gear, such as helmets, web belts, or canteens	77
F0413 Inspect or maintain global positioning system (GPS) equipment	76
C0244 Monitor contamination control activities of personnel during postattack responses	75

TABLE A12
READINESS EQUIPMENT INSPECTOR JOB
STAGE 165

TASKS	PERCENT MEMBERS PERFORMING (N=9)
F0399 Inspect or maintain chemical agent monitors (CAMs)	100
F0469 Operationally check CAMs	100
F0466 Operationally check ALADs	100
K0719 Conduct mask confidence training	100
F0439 Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9	100
F0437 Inspect or maintain M-295 equipment decontamination kits	100
F0433 Inspect or maintain M-256A1 manual chemical detector kits	100
F0500 Operationally check MCU-2A/P protective masks	89
F0421 Inspect or maintain M-8A1 automatic chemical agent vapor detectors	89
K0721 Conduct NBC cell training	89
F0465 Operationally check ADM-300A RADIAC multifunction survey meters	89
F0443 Inspect or maintain MCU-2A/P protective masks	89
F0497 Operationally check M-295 equipment decontamination kits	89
F0395 Inspect or maintain CCA equipment	89
F0436 Inspect or maintain M-291 skin decontamination kits	89
F0401 Inspect or maintain command and control equipment	89
F0434 Inspect or maintain M-256A1 training kits	89
F0486 Operationally check M-8A1 automatic chemical agent vapor detectors	89
F0391 Inspect or maintain automatic liquid agent detectors (ALADs)	78
F0413 Inspect or maintain global positioning system (GPS) equipment	78
F0402 Inspect or maintain communications equipment	78
F0499 Operationally check MCP trucks, RVs, vans, or trailers	78
F0441 Inspect or maintain mask confidence training facilities	78
F0445 Inspect or maintain NBC contamination marking kits	78
F0384 Inspect or maintain ADM-300A RADIAC multifunction	78

TABLE A13
READINESS TRAINING CLUSTER
STAGE 147

TASKS		PERCENT MEMBERS PERFORMING (N=243)
C0226	Don chemical warfare personal protective equipment during attack responses	86
C0276	Recommend use of MOPPs	86
K0713	Conduct groundcrew individual protective equipment training	85
K0722	Conduct NBC defense training	84
F0443	Inspect or maintain MCU-2A/P protective masks	84
C0255	Perform mission oriented protective postures (MOPP) analyses	84
K0717	Conduct in-house training, such as on-the-job training (OJT)	83
K0751	Personalize lesson plans	82
C0241	Manually construct NBC simplified plots	82
F0500	Operationally check MCU-2A/P protective masks	81
B0180	Review OPLAN 32-1	81
D0288	Assist on-scene commanders (OSCs) during major accident responses	81
F0387	Inspect or maintain audiovisual equipment	81
C0239	Interpret NBC reports	81
C0264	Prepare NBC reports during pre- or postattack responses	81
I0593	Fire weapons, such as M-16 rifles	80
B0035	Brief CE personnel on base DP program	79
F0409	Inspect or maintain field gear, such as helmets, web belts, or canteens	79
K0750	Maintain training records or files	77
K0710	Conduct DP unit representative training	77
C0220	Direct plotting of graphics presentations, such as on status boards, during attack responses	77
C0235	Identify probable CCA locations during pre-attack responses	77
C0254	Perform first-aid or self-aid measures during postattack responses	77

TABLE A14
AD READINESS TRAINING JOB
STAGE 164

TASKS	PERCENT MEMBERS PERFORMING (N=16)
K0702 Conduct Category I training	100
K0722 Conduct NBC defense training	94
K0743 Develop or procure training materials or aids	94
K0713 Conduct groundcrew individual protective equipment training	94
K0758 Track NBC defense training	94
K0703 Conduct Category II training	94
F0387 Inspect or maintain audiovisual equipment	94
K0754 Schedule Category I, II, or III training	88
K0739 Determine training requirements	88
K0750 Maintain training records or files	88
K0751 Personalize lesson plans	88
K0719 Conduct mask confidence training	88
B0034 Brief CE personnel on Prime Base Engineer Emergency Force (BEEF) program	88
K0705 Conduct CCA augmentee training	88
D0284 Activate mobile command posts (MCPs) for major accident responses	88
K0757 Track Category I, II, or III training	81
K0744 Establish or maintain study reference files	81
K0749 Inspect training materials or aids for operation or suitability	81
K0710 Conduct DP unit representative training	81
C0264 Prepare NBC reports during pre- or postattack responses	81
I0593 Fire weapons, such as M-16 rifles	81
C0241 Manually construct NBC simplified plots	81
K0717 Conduct in-house training, such as on-the-job training (OJT)	81
K0706 Conduct CCD training	81
K0701 Conduct base populace DP orientation training	81
K0733 Construct CCA training mockups	81
A0005 Develop disaster preparedness (DP) information program materials	81
K0741 Develop training programs, plans, or procedures	75
K0742 Develop written tests	75

TABLE A15
READINESS TRAINING MANAGER JOB
STAGE 158

TASKS	PERCENT MEMBERS PERFORMING (N=227)
C0276 Recommend use of MOPPs	87
F0443 Inspect or maintain MCU-2A/P protective masks	86
C0226 Don chemical warfare personal protective equipment during attack responses	86
C0255 Perform mission oriented protective postures (MOPP) analyses	85
K0713 Conduct groundcrew individual protective equipment training	84
K0722 Conduct NBC defense training	83
K0717 Conduct in-house training, such as on-the-job training (OJT)	83
B0180 Review OPLAN 32-1	83
C0239 Interpret NBC reports	83
K0751 Personalize lesson plans	82
D0288 Assist on-scene commanders (OSCs) during major accident responses	82
C0241 Manually construct NBC simplified plots	82
F0500 Operationally check MCU-2A/P protective masks	81
F0387 Inspect or maintain audiovisual equipment	81
C0264 Prepare NBC reports during pre- or postattack responses	81
I0593 Fire weapons, such as M-16 rifles	80
F0409 Inspect or maintain field gear, such as helmets, web belts, or canteens	80
C0254 Perform first-aid or self-aid measures during postattack responses	80
B0035 Brief CE personnel on base DP program	79
C0235 Identify probable CCA locations during pre-attack responses	79
C0220 Direct plotting of graphics presentations, such as on status boards, during attack responses	78
B0189 Review unit DP checklists	77
D0319 Maintain event logs during major accident responses	77
J0658 Conduct self-assessments	77
C0242 Mark NBC contaminated areas	77
K0750 Maintain training records or files	76
A0001 Analyze computer output products	76

TABLE A16
AD READINESS SUPERVISOR JOB
STAGE 246

TASKS	PERCENT MEMBERS PERFORMING (N=5)
B0082 Coordinate OPLAN 32-1 with appropriate agencies	100
J0695 Write recommendations for awards or decorations	100
J0694 Write or endorse military performance reports	100
B0180 Review OPLAN 32-1	100
J0661 Conduct supervisory orientations for newly assigned personnel	100
J0659 Conduct supervisory performance feedback sessions	100
J0663 Determine or establish work assignments or priorities	100
J0683 Interpret policies, directives, or procedures for subordinates	100
J0678 Evaluate personnel for promotion, demotion, reclassification, or special awards	100
J0677 Evaluate personnel for compliance with performance standards	100
J0673 Establish performance standards for subordinates	100
J0662 Counsel subordinates concerning personal matters	100
A0011 Maintain supporting documents for OPLAN 32-1, such as support unit documents	100
J0682 Inspect personnel for compliance with military standards	100
B0061 Coordinate contingency response plans (CRPs) with appropriate agencies	100
B0165 Review base support plans	100
B0058 Coordinate checklists for natural disaster response procedures with appropriate agencies	100
A0002 Coordinate briefings with Base Civil Engineer (BCE)	100
D0326 Perform on-scene DCG activities during major accident responses	100
D0292 Brief OSCs of on-scene disaster control group (DCG) composition during major accident responses	100
B0189 Review unit DP checklists	100
D0284 Activate mobile command posts (MCPs) for major accident responses	100
J0681 Initiate actions required due to substandard performance of personnel	100

TABLE A17
PLANS AND PROGRAMS JOB
STAGE 157

TASKS	PERCENT MEMBERS PERFORMING (N=6)
B0153 Prepare OPLAN 32-1	100
B0082 Coordinate OPLAN 32-1 with appropriate agencies	100
B0171 Review inputs to OPLAN 32-1	100
B0173 Review installation HAZMAT emergency response plans	100
B0136 Prepare checklists for natural disaster response procedures	100
B0073 Coordinate installation hazardous material (HAZMAT) emergency response plans with appropriate agencies	100
B0058 Coordinate checklists for natural disaster response procedures with appropriate agencies	100
K0722 Conduct NBC defense training	100
A0011 Maintain supporting documents for OPLAN 32-1, such as support unit documents	100
D0319 Maintain event logs during major accident responses	100
B0138 Prepare checklists for nonnuclear major accident response procedures	100
B0060 Coordinate checklists for nonnuclear major accident response procedures with appropriate agencies	100
B0057 Coordinate checklists for initial response to nuclear accidents with appropriate agencies	100
D0292 Brief OSCs of on-scene disaster control group (DCG) composition during major accident responses	100
E0346 Activate specialized teams during natural disaster responses	100
E0345 Activate MCPs for natural disaster responses	100
B0180 Review OPLAN 32-1	83
B0135 Prepare checklists for initial response to nuclear accidents	83
K0713 Conduct groundcrew individual protective equipment training	83
B0127 Prepare base DP OPLANS, other than OPLAN 32-1	83
B0049 Coordinate base DP OPLANS, other than OPLAN 32-1, with appropriate agencies	83
B0061 Coordinate contingency response plans (CRPs) with appropriate agencies	83
B0071 Coordinate inputs to DP support agreements with other agencies	83

TABLE A18
COMMAND READINESS MANAGER JOB
STAGE 136

TASKS	PERCENT MEMBERS PERFORMING (N=6)
L0788 Prepare papers, such as point, position, review, or talking papers	100
B0170 Review current intelligence data	100
L0789 Prepare TDY trip reports	100
B0105 Identify contingency LIMFACs	100
B0106 Identify contingency shortfalls	100
B0081 Coordinate operational requirements documents (ORDs) with appropriate agencies	100
B0095 Coordinate storage of NBC defense equipment with appropriate agencies	100
B0180 Review OPLAN 32-1	100
A0001 Analyze computer output products	100
B0171 Review inputs to OPLAN 32-1	100
J0696 Write replies to inspection reports, other than WRM discrepancy reports	83
K0741 Develop training programs, plans, or procedures	83
B0189 Review unit DP checklists	83
B0062 Coordinate contingency training or temporary duties (TDYs) with appropriate agencies	83
B0177 Review military documents, such as Department of Defense (DOD), JCS, USAF, or North Atlantic Treaty Organization (NATO) documents, for impact on existing readiness programs	83
J0669 Draft budget requirements	83
J0657 Conduct SAVs or audits	83
J0672 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	83
B0059 Coordinate checklists for NBC attack response procedures with appropriate agencies	83
L0792 Research information in publications	83
B0178 Review mission needs statements	83
B0182 Review ORDs	83
J0674 Evaluate inspection report findings or inspection procedures	83
B0165 Review base support plans	83
B0172 Review inputs to WMPs	83

APPENDIX B

REPRESENTATIVE TASKS PERFORMED BY TOTAL AFSC 3E9X1 SURVEY SAMPLE

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TABLE B1

REPRESENTATIVE TASKS PERFORMED BY TOTAL SAMPLE OF DAFSC 3E93I PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=15)
I0593 Fire weapons, such as M-16 rifles	73
K0719 Conduct mask confidence training	73
K0713 Conduct groundcrew individual protective equipment training	73
F0443 Inspect or maintain MCU-2A/P protective masks	73
F0439 Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9	73
I0588 Erect camouflage nettings	67
D0319 Maintain event logs during major accident responses	67
F0387 Inspect or maintain audiovisual equipment	67
F0409 Inspect or maintain field gear, such as helmets, web belts, or canteens	67
I0652 Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	60
K0697 Administer or score tests	60
I0590 Erect tents, such as general purpose (GP), medium, or temper tents	60
C0258 Perform unexploded ordnance (UXO) reconnaissance	60
I0620 Perform contamination control procedures for chemical or biological agents	60
F0459 Inventory readiness mobility bags or kits	53
F0442 Inspect or maintain MCP trucks, recreational vehicles (RVs), vans, or trailers	53
K0751 Personalize lesson plans	53
K0758 Track NBC defense training	53
E0345 Activate MCPs for natural disaster responses	53
F0478 Operationally check dosimeters, such as IM-143 or CDV-742 dosimeters	53
F0404 Inspect or maintain dosimeters, such as IM-143 or CDV-742 dosimeters	53
C0261 Position automatic chemical or biological detectors during pre-attack responses	53
F0510 Perform protective mask fit tests	53
F0384 Inspect or maintain ADM-300A RADIAC multifunction survey meters	53
I0645 Prepare equipment for deployments	53
F0500 Operationally check MCU-2A/P protective masks	53

TABLE B2

**REPRESENTATIVE TASKS PERFORMED BY TOTAL SAMPLE OF DAFSC 3E951
PERSONNEL**

<u>TASKS</u>		<u>PERCENT MEMBERS PERFORMING (N=260)</u>
F0443	Inspect or maintain MCU-2A/P protective masks	73
F0500	Operationally check MCU-2A/P protective masks	70
K0713	Conduct groundcrew individual protective equipment training	65
I0593	Fire weapons, such as M-16 rifles	65
C0226	Don chemical warfare personal protective equipment during attack responses	64
F0439	Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9	64
K0719	Conduct mask confidence training	63
C0241	Manually construct NBC simplified plots	63
C0276	Recommend use of MOPPs	62
F0436	Inspect or maintain M-291 skin decontamination kits	62
F0434	Inspect or maintain M-256A1 training kits	62
K0722	Conduct NBC defense training	61
K0702	Conduct Category I training	61
F0409	Inspect or maintain field gear, such as helmets, web belts, or canteens	60
F0413	Inspect or maintain global positioning system (GPS) equipment	60
K0751	Personalize lesson plans	58
F0445	Inspect or maintain NBC contamination marking kits	57
C0255	Perform mission oriented protective postures (MOPP) analyses	56
K0717	Conduct in-house training, such as on-the-job training (OJT)	55
F0384	Inspect or maintain ADM-300A RADIAC multifunction survey meters	55
F0465	Operationally check ADM-300A RADIAC multifunction survey meters	55
F0499	Operationally check MCP trucks, RVs, vans, or trailers	54
F0387	Inspect or maintain audiovisual equipment	54

TABLE B3

TASKS WHICH BEST DIFFERENTIATE BETWEEN TOTAL SAMPLE DAFSC 3E931 AND 3E951 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	TOTAL		TOTAL		DIFFERENCE
	DAFSC 3E931 (N=15)	DAFSC 3E951 (N=260)	DAFSC 3E931 (N=15)	DAFSC 3E951 (N=260)	
I0645 Prepare equipment for deployments	53	25	28	28	
I0620 Perform contamination control procedures for chemical or biological agents	60	36	24	24	
K0697 Administer or score tests	60	38	22	22	
K0699 Brief personnel concerning training programs or matters	47	26	21	21	
F0415 Inspect or maintain ground crew defense ensembles or JS-LISTS	47	27	20	20	
B0193 Schedule training for CONUS sustaining force (CSF)	27	7	20	20	
D0323 Perform major accident plottings, other than on base maps	7	29	-22	-22	
C0255 Perform mission oriented protective postures (MOPP) analyses	33	56	-22	-22	
C0240 Manually construct NBC detailed plots	27	49	-23	-23	
F0502 Operationally check PA systems	13	37	-23	-23	
B0180 Review OPLAN 32-1	20	44	-24	-24	
K0715 Conduct HAZMAT awareness training	13	37	-24	-24	
F0448 Inspect or maintain PA systems	7	32	-26	-26	
D0329 Perform SRC or CSS activities during major accident or major natural responses	*	26	-26	-26	
K0722 Conduct NBC defense training	33	61	-28	-28	

TABLE B4
REPRESENTATIVE TASKS PERFORMED BY TOTAL SAMPLE OF DAFSC 3E971 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=260)
F0443 Inspect or maintain MCU-2A/P protective masks	69
C0226 Don chemical warfare personal protective equipment during attack responses	68
C0276 Recommend use of MOPPs	67
K0713 Conduct groundcrew individual protective equipment training	66
K0717 Conduct in-house training, such as on-the-job training (OJT)	65
K0751 Personalize lesson plans	64
K0722 Conduct NBC defense training	63
F0500 Operationally check MCU-2A/P protective masks	63
C0255 Perform mission oriented protective postures (MOPP) analyses	62
F0409 Inspect or maintain field gear, such as helmets, web belts, or canteens	61
C0241 Manually construct NBC simplified plots	61
K0719 Conduct mask confidence training	60
I0593 Fire weapons, such as M-16 rifles	60
K0750 Maintain training records or files	58
F0439 Inspect or maintain manual chemical agent liquid detectors, such as M-8 or M-9	58
B0180 Review OPLAN 32-1	58
C0239 Interpret NBC reports	58
C0264 Prepare NBC reports during pre- or postattack responses	58
A0001 Analyze computer output products	57
C0254 Perform first-aid or self-aid measures during postattack responses	57
F0434 Inspect or maintain M-256A1 training kits	56
C0235 Identify probable CCA locations during pre-attack responses	56
F0387 Inspect or maintain audiovisual equipment	56
A0005 Develop disaster preparedness (DP) information program materials	55
B0189 Review unit DP checklists	55
C0242 Mark NBC contaminated areas	55
F0445 Inspect or maintain NBC contamination marking kits	55

TABLE B5

TASKS WHICH BEST DIFFERENTIATE BETWEEN TOTAL SAMPLE DAFSC 3E951 AND 3E971 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	TOTAL			DIFFERENCE
	DAFSC 3E951 (N=260)	DAFSC 3E971 (N=260)	TOTAL DAFSC 3E971 (N=260)	
J0564 Build CE mobility bags or kits	38	21	17	
F0458 Inventory Prime BEEF equipment	35	19	16	
K0702 Conduct Category I training	61	45	16	
B0034 Brief CE personnel on Prime Base Engineer Emergency Force (BEEF) program	44	30	14	
F0442 Inspect or maintain MCP trucks, recreational vehicles (RVs), vans, or trailers	53	40	14	
F0499 Operationally check MCP trucks, RVs, vans, or trailers	54	40	13	
F0457 Inventory consolidated tool kits (CTKs)	30	17	13	
J0661 Conduct supervisory orientations for newly assigned personnel	14	40	-26	
J0668 Develop or establish work schedules	21	47	-26	
J0677 Evaluate personnel for compliance with performance standards	15	42	-27	
J0655 Assign personnel to work areas or duty positions	12	40	-27	
J0663 Determine or establish work assignments or priorities	26	53	-27	
J0695 Write recommendations for awards or decorations	14	45	-31	
J0662 Counsel subordinates concerning personal matters	17	48	-31	
J0673 Establish performance standards for subordinates	12	43	-32	
J0678 Evaluate personnel for promotion, demotion, reclassification, or special awards	10	42	-32	

TABLE B6

**REPRESENTATIVE TASKS PERFORMED BY TOTAL SAMPLE OF 3E991
PERSONNEL**

TASKS	PERCENT MEMBERS PERFORMING (N=64)
C0226 Don chemical warfare personal protective equipment during attack responses	77
F0443 Inspect or maintain MCU-2A/P protective masks	77
C0239 Interpret NBC reports	77
B0189 Review unit DP checklists	77
K0717 Conduct in-house training, such as on-the-job training (OJT)	75
C0255 Perform mission oriented protective postures (MOPP) analyses	75
B0180 Review OPLAN 32-1	75
B0029 Advise exercise evaluation team (EET) chief on DP requirements	73
J0683 Interpret policies, directives, or procedures for subordinates	73
C0235 Identify probable CCA locations during pre-attack responses	73
J0682 Inspect personnel for compliance with military standards	73
C0241 Manually construct NBC simplified plots	72
C0276 Recommend use of MOPPs	72
J0695 Write recommendations for awards or decorations	72
K0739 Determine training requirements	70
C0221 Direct posting of information, such as on status boards, during attack responses	70
C0233 Evaluate attack response exercises	70
K0713 Conduct groundcrew individual protective equipment training	69
K0722 Conduct NBC defense training	69
K0748 Evaluate progress of trainees	69
A0001 Analyze computer output products	69
C0264 Prepare NBC reports during pre- or postattack responses	69
J0678 Evaluate personnel for promotion, demotion, reclassification, or special awards	69
J0668 Develop or establish work schedules	69
L0788 Prepare papers, such as point, position, review, or talking papers	59
J0695 Write recommendations for awards or decorations	59

TABLE B7

TASKS WHICH BEST DIFFERENTIATE BETWEEN TOTAL SAMPLE DAFSC 3E971 AND 3E991 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	TOTAL			DIFFERENCE
	DAFSC 3E971 (N=260)	DAFSC 3E991 (N=64)	TOTAL DAFSC 3E991 (N=64)	
K0727 Conduct technical training	22	36	36	-14
C0218 Direct contamination control area (CCA) activities during postattack responses	48	63	63	-14
D0304 Coordinate major accident response exercise scenarios with appropriate agencies	25	39	39	-14
B0112 Maintain budget requirements for readiness and contingency teams	25	39	39	-14
J0691 Write job or position descriptions	30	44	44	-14
B0102 Develop or establish installation-level ABO programs	20	47	47	-27
B0043 Coordinate ABO planning, programming, or budgeting with appropriate agencies	18	45	45	-27
A0024 Prepare SAV reports	35	63	63	-28
K0756 Schedule instructors to provide DP training	39	67	67	-28
C0233 Evaluate attack response exercises	42	70	70	-28
L0772 Initiate requests for TDY orders	34	63	63	-29
L0789 Prepare TDY trip reports	33	63	63	-30
J0664 Develop organizational or functional charts	31	61	61	-30
J0696 Write replies to inspection reports, other than WRM discrepancy reports	27	59	59	-32
J0683 Interpret policies, directives, or procedures for subordinates	41	73	73	-32

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